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Equal Opportunity Report USDA Programs 1972



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PREFACE

This is the third annual report of equal opportunity programs in the Department of Agriculture. It includes accomplishments made in the past year in each of the divisions and programs that reported previously as well as in new ones.

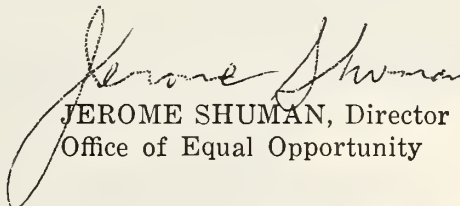
For the first time, the Federal Women's Program is a major section of the report. During the past year, this program was given added emphasis with a full-time coordinator. The thrust of the program is to identify, analyze, and alleviate practices and procedures that perpetuate discrimination against women.

In the past year, the Secretary of Agriculture signed Supplement 5 to his Memorandum 1662 on Civil Rights. This supplement instructs agencies to define parity of participation in programs and to target the delivery of benefits to minorities. It is a major step toward assuring equal access to program benefits in advance of the planning year.

The OEO professional staff has increased by 29 persons this past fiscal year. As a result of increased staff, additional county reviews are contemplated in fiscal year 1974. This activity is a major tool to assure that at field locations there are no barriers to participation in USDA programs by all citizens.

On March 30, the Deputy Director of OEO retired. William M. Seabron had been a key figure in formulating and executing the Department's equal opportunity program. He served as Assistant to the Secretary, in charge of civil rights, and later as Deputy Director of the new Office of Equal Opportunity.

This report is published to provide data for use by program managers in improving the delivery of benefits to all citizens regardless of race, religion, national origin, or sex.

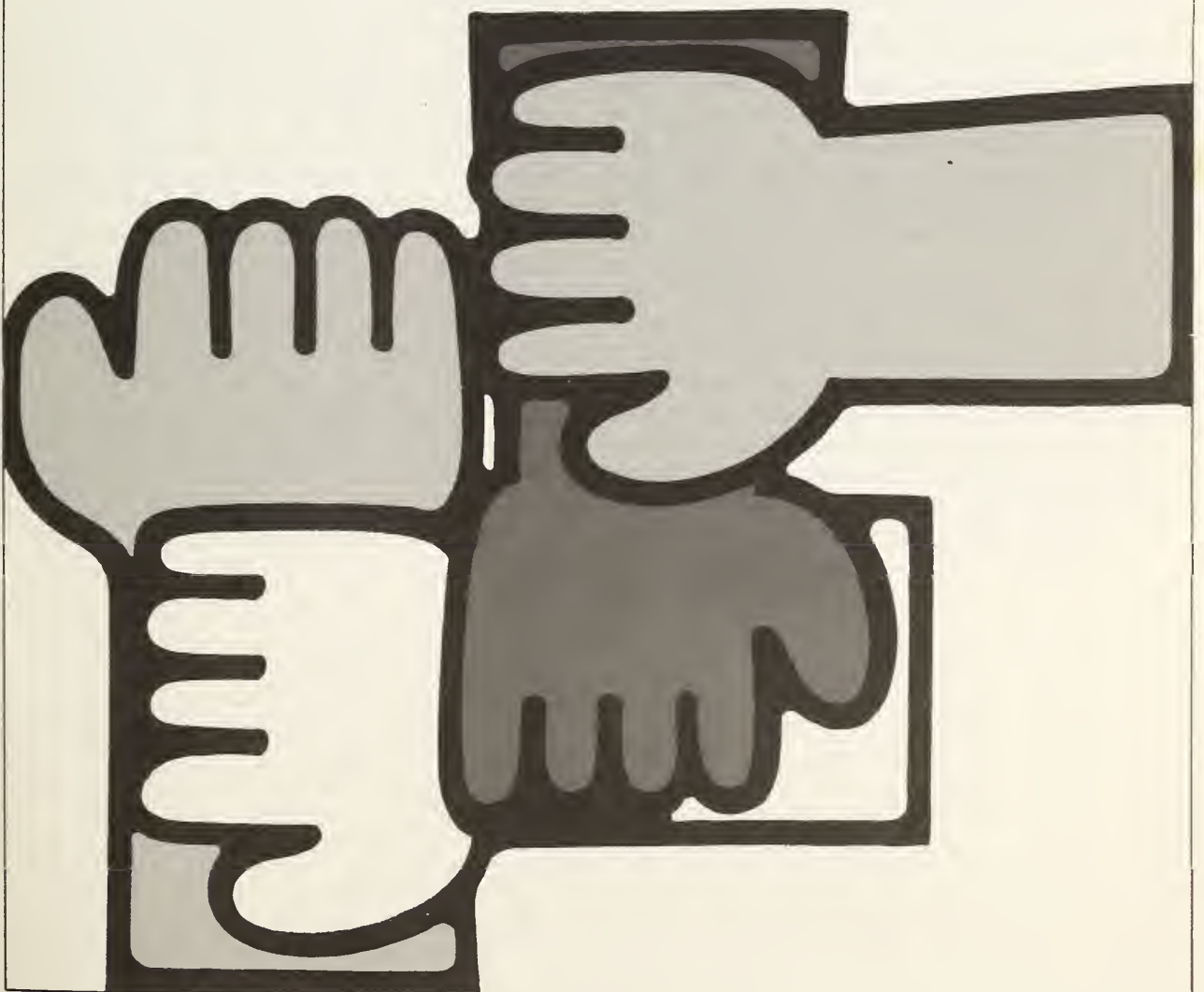


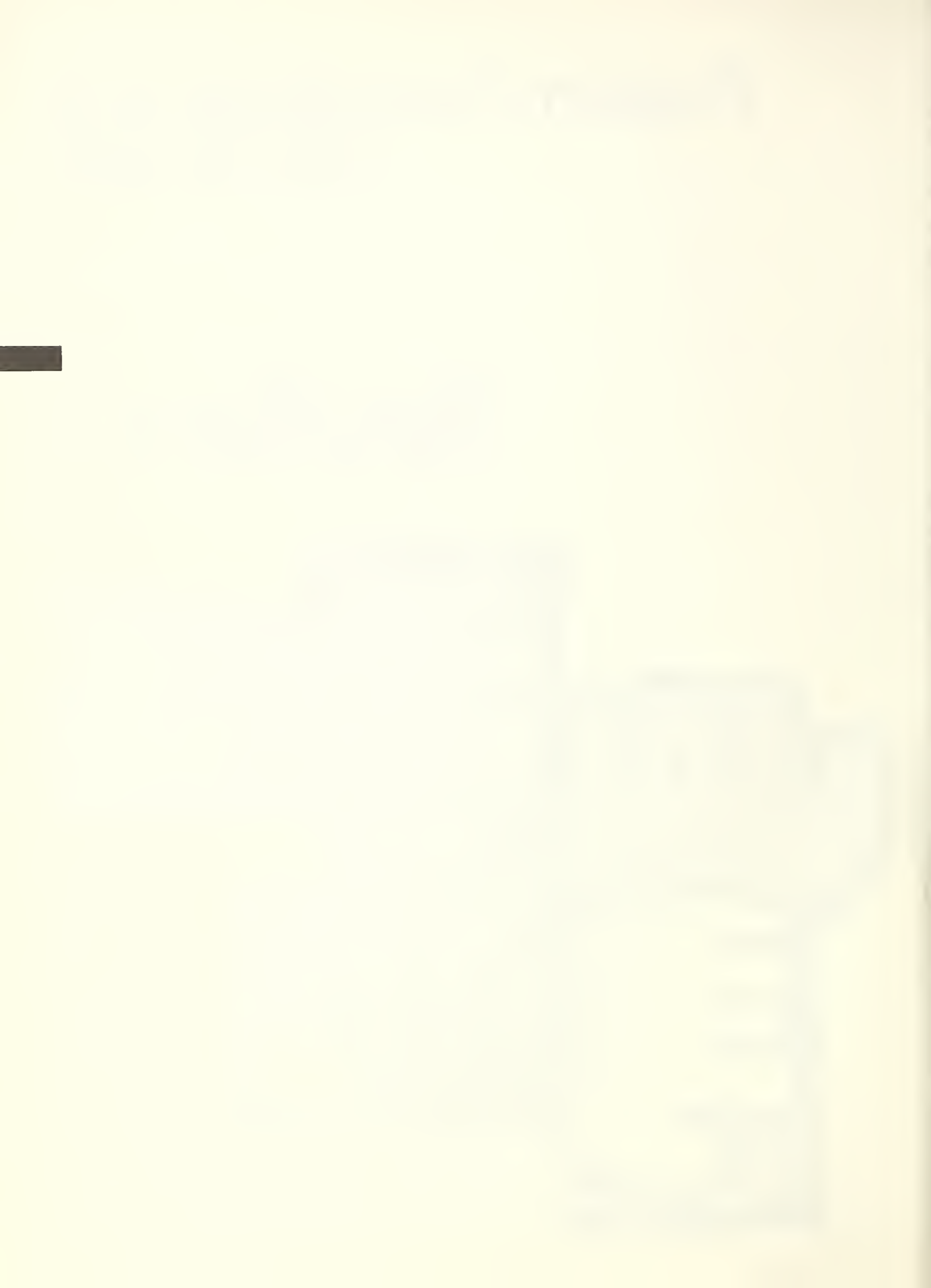
JEROME SHUMAN, Director
Office of Equal Opportunity



Program Compliance and Enforcement

Section 1





COMPLIANCE AND ENFORCEMENT OBJECTIVES

The overall objective of the Compliance and Enforcement Division (C&E) of the Office of Equal Opportunity is to assure that there is equal opportunity for participation in Federally assisted programs operated by the Department of Agriculture. These programs include two major types of Federal assistance.

The first consists of assistance made available to beneficiaries through a non-Federal intermediary referred to as a recipient. An example of this type of assistance is the Food Stamp Program administered by the Food and Nutrition Service. Federal assistance in the form of food stamps is allocated to States and counties who provide these to qualified beneficiaries. Another example would be funds granted to State Cooperative Extension Services and used by them for all types of educational projects for farmers and rural residents.

When an intermediate recipient is involved in bringing assistance to the ultimate beneficiaries, these programs are subject to title VI of the 1964 Civil Rights Act. Title VI states that no person shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

In other programs, assistance is delivered

directly to beneficiaries by Departmental personnel. An example of this type of assistance is the Rural Housing Loan Program administered by the Farmers Home Administration. Housing loans are made available to qualified rural residents. Other types of direct assistance are operating loans to family-type farms, and Federal crop insurance.

To implement title VI and nondiscrimination in direct assistance programs, the Department issued rules and regulations published in title 7 of the Code of Federal Regulations, part 15. These regulations prohibit unequal treatment in priority, quality, quantity, methods or charges for service, use, occupancy, or benefit and participation in the service or benefit available. Each Departmental agency administering assistance programs is assigned primary responsibility for achieving full compliance with the law and regulations.

The Compliance and Enforcement Division works with these agencies in assuring that there is no prohibited discrimination practiced either by recipient agencies and organizations or by employees of the Federal agencies in providing assistance to beneficiaries. It provides Department-level coordination of compliance activities and a forum for the formulation of secretarial policy concerning civil rights enforcement.

THE SCOPE OF COMPLIANCE IN FEDERALLY ASSISTED PROGRAMS

The task of assuring compliance for the Department's Federally assisted programs is monumental. Twelve USDA agencies administer 40 different title VI assistance programs. These programs accounted for almost \$6 billion in loans and assistance funds in fiscal year 1972. Approximately 207,800 recipients were involved in operating these title VI programs at the local level.

As shown in table 1, a significant portion of the compliance and enforcement workload is generated by the Food and Nutrition Service because of the size and scope of its programs. In terms of the number of recipients (184,530) and beneficiaries (millions), the Food and Nutrition Service has the largest title VI program in the Department. For example, in November 1972, an estimated 14.8 million people participated in USDA's family food programs and 24.8 million took part in its National School Lunch Program.

Other agencies with significant title VI enforcement activity include the Agricultural Stabilization and Conservation Service (4,500 recipients), Extension Service (52 primary recipients and many thousands of subrecipients), Farmers Home Administration (2,215 recipients), Forest Service (13,300 recipients), Rural Electrification Administration (1,738 recipients), and Soil Conservation Service, (1,200 recipients).

Certain agencies also carry a vast enforcement responsibility for direct assistance programs. For example FHA administers six loan programs where direct assistance to beneficiaries is involved (farm operating loans, emergency loans, farm ownership loans, recreation loans, soil and water loans, and rural housing loans). In fiscal year 1972 there were 187,924 beneficiaries who received loans totaling almost \$2½ billion.

Table 1.—Number of Recipients and Programs, and Cost of Title VI Assistance, by Agency, Fiscal Year 1972

Agency	Recipients	Programs	Cost of assistance
	<i>Number</i>	<i>Number</i>	<i>Dollars</i>
Agricultural Marketing Service (AMS).....	45	1	1,600,000
Agricultural Research Service (ARS).....	30	1	1,218,529
Agricultural Stabilization and Conservation Service (ASCS).....	4,500	4	601,990,115
Animal and Plant Health Inspection Service (APHIS).....	43	1	29,000,000
Cooperative State Research Service (CSRS).....	130	3	82,102,000
Extension Service (ES).....	52	1	5,967,240
Farmer Cooperative Service (FCS).....	43	1	825,000
Farmers Home Administration (FHA).....	2,215	14	368,430,000
Food and Nutrition Service (FNS).....	184,530	4	3,833,966,000
Forest Service (FS).....	13,300	4	83,332,000
Rural Electrification Administration (REA).....	1,738	2	662,872,839
Soil Conservation Service (SCS).....	1,200	4	277,587,000
Total.....	207,826	40	5,948,890,723

HOW THE DIVISION CARRIES OUT ITS RESPONSIBILITIES

C&E's overall responsibility is to provide assistance and guidance to USDA Agencies which have primary responsibility for achieving civil rights compliance in their programs. To accomplish its task C&E has a staff of equal opportunity specialists, most of whom are assigned to work with specific agencies.

The following is a list of the principal responsibilities of the division:

1. Conduct selected compliance reviews of USDA programs, frequently in company with agency reviewers.

2. Evaluate agency implementation of civil rights rules, regulations, policies, and procedures. Review administrative reports and compliance review reports of agency programs to determine adequacy of review and effectiveness of action taken.

3. Assist agencies in developing and revising compliance review procedures. During 1972, C&E worked with agency personnel in SCS, ASCS, AMS, FNS, and REA in developing or revising review forms, instructions, and procedures. This is a continuous program of procedural improvement.

4. Provide research data and other assis-

tance to the Office of the General Counsel (OGC) and the Department of Justice for enforcement action (formed hearings, termination proceedings or court suits) in cases where voluntary compliance cannot be achieved.

5. Handle complaints of discrimination. Usually the Office of the Inspector General conducts the investigation. In some instances a C&E specialist or an agency civil rights specialist may make preliminary inquiries. Other action involved in handling complaints includes reviewing OIG investigation reports, recommending necessary corrective action, and corresponding or meeting with complainants, their attorneys, and other interested persons or officials.

6. In cooperation with the Office of Personnel (OP), assist individual agencies in developing and conducting civil rights training courses.

7. Review OIG audits with findings of discrimination; recommend corrective action; assist OIG in developing equal opportunity audit guides; request special audits and investigations.

8. Prepare reports to the Secretary, Congress, and other Federal agencies.

ACTIVITIES AND ACCOMPLISHMENTS FOR 1972

Efforts by C&E to bring about civil rights compliance have followed an overall compliance design. Initially C&E worked with individual agencies to revise and strengthen compliance review forms, instructions, and compliance reports. This was done in order to insure that these compliance instruments reflected all the requirements of the 1964 act and the Departmental rules and regulations. This process of improvement will continue.

The next step in the overall compliance design was to monitor onsite reviews to determine their adequacy. In monitoring reviews, C&E specialists checked on such procedures as interview techniques, interviews with minority beneficiaries and minority community leaders, and methods used in reporting the review.

C&E's evaluation of the methods and pro-

cedures used in conducting reviews indicated the need for strengthening the reviews. A decision was made to initiate compliance review training as a means of developing skills for conducting adequate reviews.

A further step in the overall compliance design was to schedule selected reviews conducted by C&E personnel. These reviews enable C&E to obtain a direct picture of compliance efforts in the field. This is an accelerated program in which C&E will be conducting more compliance reviews in the future.

Compliance Review Training

One of the major problems identified by C&E through field reviews, monitoring of agency reviews, and evaluation of compliance review

reports is the inadequacy of review techniques and procedures. Even though thousands of reviews are being conducted by agency personnel, in very few instances have reviews developed evidence of discriminatory situations and practices. Reviewers frequently fail to verify answers of recipient agency managers, accept inadequate records without further questioning, and overlook subtle forms of discrimination. To assist agencies to make meaningful and adequate reviews, C&E worked with the Office of Personnel to design and conduct a training course for USDA personnel. Four training sessions were held in September 1972, attended by 80 trainees from 15 USDA agencies.

Those attending the course were not only trained to make compliance reviews but also to train other compliance reviewers in their agencies. Table 2 shows the number of persons

who received initial and followup training, by agency, and target dates for completion of such training. The training course was designed for 16 instructional hours.

There were four major lesson areas: (1) building commitment for reviews; (2) laws, rules, and regulations; (3) compliance review methodology; and (4) interview techniques. Simulated compliance situations, based on actual agency problems, were used extensively as a training technique. Trainees actively participated in these. Personnel from the Office of the Inspector General (OIG), the Office of the General Counsel (OGC), the Office of Personnel (OP) and the Office of Equal Opportunity (OEO) were the instructors. Evaluation questionnaires, filled out by the trainees, indicated that the training was useful and should upgrade the quality of future reviews.

Table 2.—Compliance Review Training: Number Who Received Initial and Followup Training, and Target Dates for Completion of Training

Agency	Received initial training	Received followup training	Target dates for completion of training ⁶
	Number	Number	
AMS.....	1	(¹)	Oct.—Nov. 1972 Spring—Fall 1973
ASCS.....	14	² 308	
APHIS.....	8	(³)	
CSRS.....	7	(⁴)	
ERS.....	4	(³)	
ES.....	5	(⁵)	Oct. 1972—Jan. 1973
FCS.....	1	(¹)	
FHA.....	3	175	
FCIC.....	2	(³)	
FNS.....	5	² 283	
FS.....	17	125	March 1973
P&SA.....	2	(³)	Jan.—May 1973
REA.....	4	10	March 1973
SCS.....	5	120	Feb.—March 1973
ARS.....	2	29	April 1973
Total.....	80	1,021	

¹The agency has submitted no plans for follow-up training.

²Estimated total to be trained.

³Due to a light workload of reviews, no further personnel to receive training.

⁴CSRS is in the process of formulating plans for training.

⁵ES has not completed a workable training program.

⁶Target date to complete all training is June 30, 1973.

Compliance Reviews

Civil Rights compliance reviews of USDA programs are conducted in three different ways. Most of the reviews are conducted by agency field personnel. Table 3 shows that during fiscal year 1972 a total of 17,708 compliance reviews

were conducted in this manner. These reviews developed no serious reportable findings of non-compliance. The second means of conducting reviews is the total agency county review.

The roots of discrimination are such that they are more likely to affect areas than individual agencies. The history of several counties shows

Table 3.—Number of Reviews Conducted and Number of Title VI Recipients, by Agency, Fiscal Year 1972

Agency	Number of reviews conducted	Number of title VI recipients
AMS.....	10	45
ARS.....	¹ 0	30
ASCS.....	3,691	4,500
CSRS.....	35	130
ES.....	2,495	² 52
FCS.....	32	43
FHA.....	2,215	2,215
FNS.....	6,096	184,530
FS.....	2,245	13,300
REA.....	732	1,738
SCS.....	157	1,200
TOTAL.....	17,708	207,826

¹Title VI reviews are conducted by HEW under an agreement between HEW and USDA.

²Does not include the number of subrecipients or component offices of the recipients.

that the underlying causes of unequal treatment or opportunity do not exclusively affect one agency. In 1971 the total agency compliance review technique was initiated to simultaneously review every USDA agency programs in a single selected county. These reviews are conducted by teams composed of C&E specialists and agency program reviewers. A number of criteria are used to select counties for such comprehensive reviews. These include large percentages of minority population, a history of discrimination complaints, programs which usually provide a high incidence of equal opportunity problems, and information available from other Federal or State agencies. When possible, corrective action is started or taken on the spot. A written report of factual findings and recommendations is distributed to all agencies with programs in the county for immediate corrective action. Where possible area or state-wide problems are reflected, program

managers broaden followup to identify and correct these. During 1972 such a review was conducted in Willacy County, Texas. Seventy percent of the county's 15,570 total population is Spanish-American. Many of the Spanish-American residents of the county are migrants. The more important findings reported from the review are as follows:

- No Spanish-Americans were employed in supervisory or management positions in any of the Federal agricultural offices or by recipient organizations administering Federal programs.
- No Spanish-Americans had ever been on the ASCS county or community committees or the boards of directors of the REA cooperatives.
- Housing is one of the county's urgent needs. A large segment of the Spanish surname and black potential eligibles for

housing loans were overlooked by FHA. Interviews with minority persons indicated that they were not aware of the housing loan programs from FHA.

- Home demonstration clubs, organized and sponsored by the county Extension office, were segregated and totally lacking in participation by Spanish-Americans.
- Many persons with Spanish surnames were uninformed of available USDA program benefits.

The Willacy County review report contained 29 recommendations for corrective action, some of which are listed below:

1. Under the leadership of the Extension Service, organize a series of community meetings at focal points around the county for the purpose of informing the public about agricultural benefit programs and how to apply.
2. Special efforts should be made to get qualified Spanish-Americans on the ballots for ASCS community committees, who will be representative of and acceptable to the Spanish surname population.
3. Require the integration of the presently existing home demonstration clubs and organize additional home demonstration clubs on an integrated basis.
4. Recruit a person with a Spanish surname to fill the vacant position of FHA Assistant County Supervisor.
5. Establish a tailgate operation of the Commodity Distribution Program to assure that people who are without transportation to the stationary food distribution point would be able to participate.
6. Appoint a representative number of Spanish-Americans to the REA cooperative's nominating committee for board elections.

In many cases, corrective action has been taken to respond to the report findings and recommendations. As C&E staff increases allow, more of these countywide reviews will be conducted since they have proven to be an effective means of determining compliance and program delivery.

The third way in which compliance reviews are conducted is the individual program review by C&E personnel generally in company with

program agency reviewers. Staff limitations have kept these reviews to a minimum. During fiscal year 1972, 11 such reviews were conducted.

For example, an Equal Opportunity specialist from C&E and a representative of the Food and Nutrition Service conducted a civil rights compliance review of the child nutrition programs on the Virginia schools for the deaf and blind at Staunton and Hampton, Virginia. This was done in conjunction with a civil rights specialist from the Office of Civil Rights, Department of Health, Education and Welfare (HEW), who conducted a civil rights review of HEW's programs at these two schools.

These joint USDA-HEW reviews disclosed that the two schools were in violation of the Civil Rights Act of 1964 because they were operating under arrangements which resulted in segregation of students by race and unequal treatment and services. The staff and enrollment at the Staunton school was predominantly white, whereas at Hampton it was predominantly black. Also, education services at Hampton were found to be inferior to those at Staunton.

The Office of Equal Opportunity was advised that as a result of these reviews, the Governor of Virginia has established a task force to correct conditions disclosed by these reviews.

C&E staff also reviewed eight REA borrowers in the Southeast. Review reports with recommendations for corrective action were sent to REA, who sent the recommendations to the borrower for action. Recommendations generally included: appointing minority members to the nominating committees for board elections, taking affirmative action to bring about minority representation on boards of directors, promoting attendance at annual meetings, taking measures to assure that all members are receiving notice of the elections and annual meetings, and contacting local minority groups and leaders to better inform minority members about the borrowers' program.

Extension Service Affirmative Action Plans

To remedy discrimination in employment and program delivery, the Department required state cooperative extension services to submit detailed affirmative action plans for achieving compliance. Standards of compliance were

based on the *Strain vs Philpott* decision concerning the Alabama Extension Service and additional guidelines supplied by the Department of Justice. Three State Cooperative Extension Services, Alabama, Mississippi, and North Carolina, were not required to submit plans since they were defendants in legal actions involving civil rights compliance in extension programs. Alabama already is under court order and the others face possible similar court order.

Plans from the remaining states were due by September 1, 1972. The target for full implementation of the plans was February 28, 1973. With one exception all States submitted plans by the end of 1972.

A careful evaluation of each plan was made by the Extension Service and the compliance and enforcement staff. A summary of the two evaluations was prepared by the Extension Service and sent to the States to help them make necessary corrections to bring the plans up to standard. The plans then must be approved by the Secretary of Agriculture. However, the States are required to take effective action even as they develop the plans.

After the States have implemented the affirmative action plans, the Office of the Inspector General will conduct audits in 15 selected States to determine whether the programs are operating in compliance with the law and the commitments built into the plans.

Complaints and Cases of Potential Noncompliance

Resolving discrimination complaints concerning program participation is an important and time-consuming day-to-day activity of the compliance and enforcement staff. Eighty complaints were handled in FY 1972. Each USDA and cooperating office displays a brightly colored poster written in simple language which tells program applicants and participants how to file a discrimination complaint.

Complaints received during 1972 varied from those of black food stamp recipients against a dishonest grocer who was later prosecuted for fraud to charges that contractors were permitted to build substandard houses for minorities. Formal complaint investigations, when warranted, are conducted by the office of the Inspector General. Preliminary inquiries are usually conducted by the agencies or in special

circumstances by the compliance and enforcement staff. In every case, the C&E staff analyzes investigation and inquiry reports and recommends corrective action when discrimination has occurred.

In the absence of a finding of discrimination, the staff may make recommendation to improve program procedures when it appears that the complainant was not given a full accounting of why his application was denied, or when excessive delays occurred in the processing of an application. In an attempt to improve the complaint handling process throughout USDA, the compliance and enforcement staff is revising and strengthening the Secretary's Memorandum which established complaint procedures. In addition to complaints, other potential cases of noncompliance are revealed through OIG audits and agency compliance reviews, as well as through special reviews conducted by the compliance and enforcement staff. Among the 90 discriminatory situations handled in 1972 were segregated prison facilities in several States, Extension homemaker clubs serving members of only one race, and retirement homes where admission is limited to members of segregated fraternal organizations.

When facilities cannot be persuaded to abandon their discriminatory practices, the compliance and enforcement staff initiates formal steps to terminate USDA assistance to the noncomplying recipient. The first step is a "10-day letter". Ten such letters were issued in fiscal year 1972. The letter describes the details of the discriminatory practices, offers assistance in bringing about voluntary compliance, and allows a period of 10 days for response. This is followed by a telegram again offering assistance. If the recipient does not promptly provide proof of compliance or a reasonable plan for quickly achieving compliance, the compliance and enforcement staff refers the case to the Office of the General Counsel for legal enforcement proceedings. When formal enforcement is necessary the Department has the option of referring the case to the Department of Justice for court action or holding an administrative hearing leading to termination. In a hearing, an administrative law judge makes an initial decision as to the recipient's compliance with title VI of the Civil Rights Act of 1964 and the Department's regulations, 7 CFR 15.

A final decision is then issued by the Secretary. If the decision holds that the recipient is in noncompliance, further participation in USDA programs is barred. Of the 10 cases processed in fiscal year 1972, four were referred to OGC, three withdrew from assistance rather than comply, and three recipients initiated corrective action to achieve compliance.

In one case, an all-white children's home had been found in noncompliance, based on its failure to notify the public and referral sources of the nondiscriminatory admission policy. Subsequent to the 10-day letter, the home took the required notification action.

Recreation Loan Activity

The Compliance and Enforcement Division worked in conjunction with the Office of the General Counsel to determine the applicability of title VI to recreation associations that received loans between January 1965, the date title VI became effective, and May 1968. An opinion was obtained from the Justice Department, which extended application of that act to approximately 1,890 insured association loans made by the Farmers Home Administration during that time period. As a result of that opinion, each association must now sign an assurance of compliance and must take affirmative action to come into compliance by informing the public of the nondiscrimination admission policies and taking other necessary steps to desegregate the association. An earlier legal opinion required that assurances be signed by recipients who received loans after 1968.

Since the 1968 opinion, C&E has reviewed all pending recreation loan dockets for new or subsequent loans to assure that they have complied with special guidelines set up for the purpose. These guidelines required published notices in all local newspapers and spot announcements on radio that membership in the association is open to all. They also required personal and letter contact with minority leaders, an affirmative effort to enroll minorities

as members, and that club bylaws contained no membership requirements having the effect of excluding applicants because of race, color, or national origin.

After the second opinion, FHA notified all 1,890 associations that they would be required to submit assurances of compliance with title VI or take steps to come into compliance. All but 30 have complied. C&E is now in the process of initiating appropriate legal action against those associations which have not complied.

Public Notification

C&E continues to monitor agency progress on assuring that all eligible people, particularly minorities and the underprivileged, are informed of all USDA benefits. Each USDA agency was required to send OEO reports on progress toward implementing public notification. An evaluation of these reports shows the following activities:

1. Food and Nutrition Service has translated information materials regarding their food programs into Spanish for distribution in Spanish-speaking areas.
2. Forest Service has obtained a commitment from the heads of the 1890 land-grant institutions and Tuskegee Institute to assist in advising minorities of program benefits and the policy of nondiscrimination in program participation.
3. Federal Crop Insurance Corporation representatives are meeting with minority farm-oriented organizations for the purpose of explaining its program and recruiting minority sales and loss-adjustment personnel.
4. The Rural Electrification Administration set up an information booth at a major church convention where more than 30,000 ministers and lay leaders were in attendance. This was aimed at notifying minorities about program availability and program nondiscrimination policies.

EQUAL EMPLOYMENT OPPORTUNITY

The 1972 amendments to the Civil Rights Act of 1964 provides for full applicability of the principles of equal employment opportunity to Federal employment, affirming the position taken by the President in Executive Order 11478. The Act has been implemented by Civil Service regulations, 5 CFR Section 713. These provisions give an employee a right to challenge any aspect of his employment which he feels is discriminatory because of race, color, religion, sex, or national origin. He has the right to both informal and formal administrative review and judicial review.

From September through December 1972, the Office of Equal Opportunity had responsibility to supervise the administrative procedures prescribed in the EEO regulations, and the director made the final decision for the Department on complaints. At present, the Office provides advice on the resolution of discrimination complaints to the Assistant Secretary for Administration.

Staff members of the Office worked closely with the Office of Personnel on the development of the 1973 EEO Action Plan for USDA. The purpose of the plan is to organize and coordinate all the EEO efforts of the Department. The Department plan is primarily a model for agency plans, and the larger field installations in each agency also develop plans. The plan at each level is geared to the particular employment situation of the unit it covers and takes into account as many factors affecting equal employment opportunity as feasible. The 1972 Equal Employment Opportunity Act also requires that the Department, in conjunction with the U.S. Civil Service Commission, develop Department-wide regional plans based on the Civil Service regions. A geographic breakdown such as this, of course, makes possible a concerted effort to respond to the particular employment problems of different areas of the country.

Within this framework, the goal of the various coordinated plans is to overcome the numerous types of employment discrimination present in any government agency. Nearly all of this discrimination is "systemic;" that is, the traditional patterns of recruitment and policies and practices of determining promotions and other job assignments tend to exclude minority and women job candidates from consideration.

These, of course, are employment habits that have developed over generations; therefore, affirmative actions are required to shift the patterns. The first step, which the USDA Plan recognizes, is to overcome any hostilities to EEO efforts that may arise from ignorance of the program's importance. This is dealt with by putting great emphasis on the need for EEO awareness training for all levels of supervisors. At present, the individual agencies have the primary responsibility for such training.

However, even if there is unanimous support for the EEO program, very little can be done if supervisors are not given some direction on how to locate qualified minorities and women for available jobs. Much of the USDA plan is devoted to providing guidelines for agency personnel to use in developing procedures that will provide equal opportunity in such important areas as recruitment and the definition of job requirements. The areas for more positive action include the development of upward mobility and other training programs for lower level employees and the restructuring of jobs and advancement "ladders" so that those with the potential to move upward will have some place to go.

The law and regulations require that the EEO plans contain mechanisms for evaluation to aid in the recognition of problem areas and areas where EEO efforts will be most fruitful. The provision of the USDA plan that stands out in this regard is one that has each agency report its 1973 hiring and promotion goals for minorities and women in broad job categories and at the different levels in each category. The Office of Personnel has developed broad goals for the Department as a whole, and agency managers and Department-level reviewers can compare this information to readily determine the types of jobs in each agency upon which to focus future EEO efforts.

The Office of Equal Opportunity also has other EEO review responsibilities. Again in conjunction with the Office of Personnel, members of the staff reviewed all the agency plans for 1973. The purpose of the review was to determine whether the agencies were effectively adopting the Departmental guidelines to the specific employment problems of each agency. The various agencies have widely differing

organizational structures, and OEO and OP reviewers provided comments to each agency on how the Governmentwide EEO goals could be best achieved within the particular organizational framework.

The Department's EEO plan also sets out guidelines to and in the smooth handling of the individual complaints of discrimination mentioned above. The basic procedures call for initial informal "mediation" of the complaint by EEO counselors. To aid this stage of the procedure, the 1973 EEO plan provides for employee input into the selection of counselors, and it gives an aggrieved employee broad latitude in the selection of a counselor. This should increase employee confidence in the complaints procedure as an effective means of resolving these employment problems. This in turn should result in making the management levels of the Department more aware of the scope of these problems.

All of the various discrimination problems in the Department appear in one form or another in the individual complaints of discrimination. Although the problems that reach the headquarters-level Office of Equal Opportunity may not truly be representative of the types of discrimination found in the Department, they are certainly a valuable source of information, which can be used as another indicator in the evaluation of the Department and agency EEO plans.

During the period of September through December of 1972, while OEO had primary responsibility for the handling of formal complaints of discrimination, the Office dealt with approximately 28 complaints. This is comparable to the number of complaints received over the previous year. This work took up less than half of the EEO staff's time; the rest was de-

voted largely to the development of the Department's EEO plan and to the review of the agencies' plans. The latter is not readily translatable into any work performance indicators at this time. Although the Office's EEO responsibilities are now primarily advisory, it is unlikely that the demands on the EEO staff will be significantly reduced. The efforts required for review and advice are commensurate with those associated with exercising primary responsibilities.

USDA Public Advisory Committees

The Department has established approximately 190 public advisory committees, comprised of more than 2,100 persons, to assure the broadest possible public participation in the formulation of agricultural policy. Approximately 60 of these committees are national or regional in scope, while the remainder are associated with national forest areas. Of the 2,121 USDA public advisory committee members, as of December 1972, 114 (5.4 percent) were minority group persons and 132 (6.2 percent) were women. Both figures represent a substantial increase over the number and proportion of minorities and women serving on these committees in May 1971.

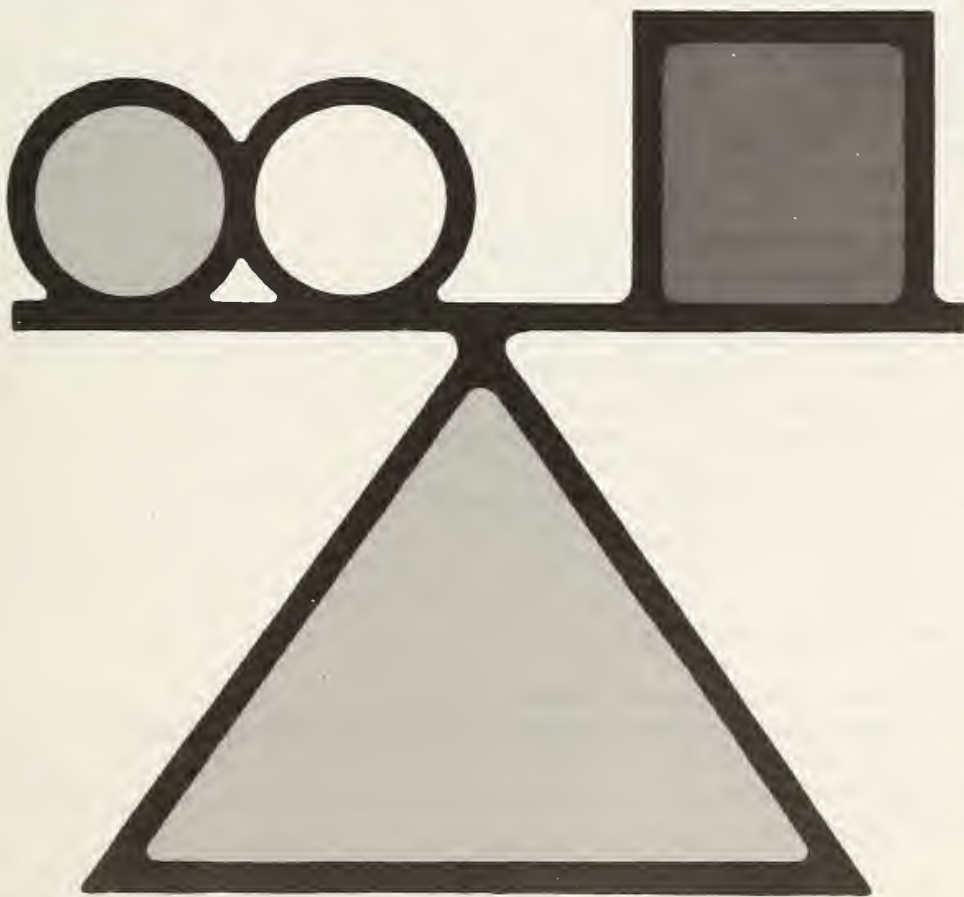
The Department is committed to the broadest possible participation by all persons affected by its programs, and is seeking to increase the proportion of minorities and women even more. The Office of Equal Opportunity has been assisting the various USDA agencies in identifying qualified women and minority group candidates to serve on public advisory committees. Between December 1972 and April 1973, more than 395 candidate names were referred to the agencies.

USDA Public Advisory Committees

	May 1971	May 1972	December 1972
Total.....	2,235	2,385	2,121
Minority.....	70 (3.1)	107	114 (5.4)
Black.....	18	38	43
Spanish.....	48	63	63
Indian.....	2	3	6
Oriental.....	2	3	2
Women.....	65 (2.9)	112	132 (6.2)

Program Evaluation

Section 2



OBJECTIVES OF THE PROGRAM EVALUATION DIVISION

The Program Evaluation Division is responsible for the implementation of two supplements to Secretary's Memorandum 1662 (supplements 1 and 5). Supplement 1 specifies that each agency collect and evaluate program participation data by six ethnic groups—Negro, Spanish surname, American Indian, Oriental, White, and Other. Supplement 5 instructs agencies to establish a definition of parity of participation for its programs and to target delivery to eligible minority group members.

An important goal of evaluation is to compare recipients of benefits with those eligible to receive benefits. In this report, the number of current year participants is compared with the number from the preceding year. For programs with available eligibility data, participants are compared with eligibles.

Targets for programs are discussed briefly in each introduction. In future years it will be possible to compare targeted benefits with those delivered.

Agencies not included in this report are those that have (1) no programs directly related to serving the public, or (2) no readily quantifiable title VI or direct assistance programs.

Agencies and activities discussed in this report are as follows:

Agricultural Stabilization and Conservation Service (ASCS)

- Production Adjustment

- County Employment

- Committee Elections

Extension Service (ES)

- Educational Contacts

- Nutrition Aides

- 4-H Membership

- ES-Sponsored Camps

- State and County Employment

Farmer Cooperative Service (FCS)

- Disposition of Requests for FCS Assistance

Farmers Home Administration (FHA)

- Individual Loans

- State and County Employment

Federal Crop Insurance Corporation (FCIC)

- Number of Insured Crops Grown

- Number and Percentage of Farms Contacted

Food and Nutrition Service (FNS)

- Food Stamp and Food Distribution Programs

- National School Lunch Program

Forest Service (FS)

- Free Use Timber

- Cooperative Forest Management

- Recreation

Rural Electrification Administration (REA)

- Cooperative Members Attending Annual Electric and Telephone Meetings

Soil Conservation Service (SCS)

- Cumulative Cooperators

- Technical Assistance

AGRICULTURAL STABILIZATION AND CONSERVATION SERVICE COMMODITY PROGRAMS

The Agricultural Stabilization and Conservation Service (ASCS) administers commodity and related land use programs designed for voluntary production adjustment; resource protection; and price, market, and income stabilization.

The wheat, feed grain, and upland cotton programs are designed to give farmers with established allotments or bases direct payments for growing these crops in compliance with specific rules. Data reported here were from 561 counties with 10 percent or more minority farm population.

Eligible participants are those who have established allotments or bases for a particular crop, who sign up to participate at the local ASCS office, and who abide by the qualifying rules each year.

Targets for delivery of services to minorities are based on the concept that the percentage of minority participants in a given program should be approximately the same percentage as white participants in the same program. When these percentages vary beyond a specified limit, ASCS will investigate the individual circumstances.

Highlights of Annual Adjustment Programs

Ethnic group and type of program	Operators with allotments or bases participating			
	1970		1971	
	Operators	Percentage participating	Operators	Percentage participating
	No.	Pct. ³	No.	Pct. ³
Upland Cotton ¹				
White.....	144,441	84	80,074	59
Negro.....	57,879	87	29,020	59
American Indian.....	1,269	95	250	51
Spanish surname.....	3,505	81	2,629	67
Oriental.....	42	98	44	98
Total.....	207,136	85	112,017	59
Feed Grain ²				
White.....	160,047	45	179,967	51
Negro.....	33,291	32	43,111	42
American Indian.....	970	37	1,284	52
Spanish surname.....	1,183	29	1,374	35
Oriental.....	15	39	14	45
Total.....	195,506	42	225,750	49
Wheat ¹				
White.....	48,133	48	55,437	66
Negro.....	7,562	44	8,667	62
American Indian.....	426	29	636	57
Spanish surname.....	168	17	163	39
Oriental.....	10	77	8	73
Total.....	56,299	47	64,912	65

¹Operators with allotments in both years.

²Operators with bases in both years.

³Participants as a percentage of all with allotments on bases.

Table 4.—Operators With Allotments or Bases Participating in ASCS Annual Adjustment Programs, 1971

Crop and State	Total		Negro		American Indian		Oriental		Spanish surname		White	
	No.	Pct. ¹	No.	Pct. ¹	No.	Pct. ¹	No.	Pct. ¹	No.	Pct. ¹	No.	Pct. ¹
Upland Cotton ²												
Alabama.....	14,466	63	3,932	50	3	100	0	0	0	0	10,531	70
Arizona.....	476	89	3	100	12	92	4	100	100	0	431	91
Arkansas.....	8,016	82	2,507	86	0	0	1	100	0	0	5,508	80
California.....	0	0	0	0	0	0	0	0	0	0	0	0
Colorado.....	0	0	0	0	0	0	0	0	0	0	0	0
Florida.....	365	18	163	23	0	0	0	0	0	0	202	16
Georgia.....	7,688	33	1,508	40	0	0	0	0	0	0	6,108	32
Illinois.....	44	56	12	40	0	0	0	0	0	0	32	67
Louisiana.....	9,507	71	2,122	62	0	0	0	0	86	0	7,379	74
Maryland.....	0	0	0	0	0	0	0	0	0	0	0	0
Mississippi.....	20,017	81	7,883	80	6	46	4	100	100	0	12,120	82
Montana.....	0	0	0	0	0	0	0	0	0	0	0	0
Nevada.....	0	0	0	0	0	0	0	0	0	0	0	0
New Mexico.....	1,034	84	8	100	0	0	3	100	91	0	522	78
North Carolina.....	8,940	33	2,133	37	204	52	0	0	0	0	6,603	32
Oklahoma.....	796	36	228	40	22	34	0	0	0	0	546	34
South Carolina.....	14,441	57	4,855	57	0	0	0	0	0	0	9,586	57
South Dakota.....	0	0	0	0	0	0	0	0	0	0	0	0
Tennessee.....	16,033	91	2,506	91	0	0	0	0	0	0	13,527	91
Texas.....	9,797	58	888	43	3	100	32	100	62	2,092	6,782	59
Utah.....	0	0	0	0	0	0	0	0	0	0	0	0
Virginia.....	397	18	200	18	0	0	0	0	0	0	197	18
Washington.....	0	0	0	0	0	0	0	0	0	0	0	0
Wisconsin.....	0	0	0	0	0	0	0	0	0	0	0	0
Wyoming.....	0	0	0	0	0	0	0	0	0	0	0	0
Total.....	112,017	59	29,020	59	250	51	44	98	67	2,629	80,074	59

¹Participants as a percentage of all with allotments or bases.²Operators with allotments.

Table 4.—Operators With Allotments or Bases Participating in ASCS Annual Adjustment Programs, 1971—Continued

Crop and State	Total		Negro		American Indian		Oriental		Spanish surname		White	
	No.	Pct. ¹	No.	Pct. ¹	No.	Pct. ¹	No.	Pct. ¹	No.	Pct. ¹	No.	Pct. ¹
Feed Grain ²												
Alabama.....	21,701	45	4,376	34	0	0	0	0	0	0	17,325	49
Arizona.....	338	72	1	100	9	60	4	100	18	72	306	72
Arkansas.....	2,908	21	550	16	0	0	0	0	0	0	2,358	23
California.....	7	58	0	0	0	0	0	0	0	0	7	58
Colorado.....	358	41	0	0	1	33	0	0	27	17	330	46
Florida.....	4,541	47	793	36	0	0	0	0	4	100	3,744	50
Georgia.....	23,890	56	3,269	49	0	0	0	0	0	0	20,621	58
Illinois.....	525	50	53	24	0	0	0	0	0	0	472	57
Louisiana.....	6,290	24	1,354	22	1	100	0	0	0	0	4,935	25
Maryland.....	1,402	31	62	16	0	0	0	0	0	0	1,340	32
Mississippi.....	28,628	42	8,113	41	15	39	0	0	0	0	20,500	43
Montana.....	407	88	0	0	17	68	2	100	2	100	386	90
Nevada.....	3	60	0	0	0	0	0	0	0	0	3	60
New Mexico.....	463	25	0	0	1	(*)	0	0	146	38	316	33
North Carolina.....	51,585	60	8,269	52	1,095	72	0	0	0	0	42,221	62
Oklahoma.....	2,872	45	496	50	99	45	0	0	0	0	2,277	44
South Carolina.....	31,296	64	9,299	60	0	0	0	0	0	0	21,997	66
South Dakota.....	214	68	0	0	22	48	0	0	0	0	192	72
Tennessee.....	14,681	64	1,668	61	1	100	0	0	0	0	13,012	65
Texas.....	13,350	36	1,356	20	0	0	8	50	1,176	35	10,810	40
Utah.....	15	16	0	0	0	0	0	0	0	0	15	16
Virginia.....	20,247	50	3,452	39	10	59	0	0	1	100	16,784	53
Washington.....	1	100	0	0	0	0	0	0	0	0	1	100
Wisconsin.....	3	38	0	0	2	29	0	0	0	0	1	100
Wyoming.....	25	13	0	0	11	16	0	0	0	0	14	11
Total.....	225,750	49	43,111	42	1,284	52	14	45	1,374	35	179,967	51

¹Participants as a percentage of all with allotments or bases.

²Operators with bases.

³Less than 0.5 percent.

Table 4.—Operators With Allotments or Bases Participating in ASCS Annual Adjustment Programs, 1971—Continued

Crop and State	Total		Negro		American Indian		Oriental		Spanish surname		White	
	No.	Pct. ¹	No.	Pct. ¹	No.	Pct. ¹	No.	Pct. ¹	No.	Pct. ¹	No.	Pct. ¹
Wheat ²												
Alabama.....	1,338	55	45	58	0	0	0	0	0	0	1,293	55
Arizona.....	261	81	0	0	5	100	4	67	15	79	236	81
Arkansas.....	403	27	28	18	0	0	0	0	0	0	375	28
California.....	31	57	0	0	0	0	0	0	0	0	31	57
Colorado.....	634	71	0	0	7	78	1	100	74	67	552	72
Florida.....	275	66	7	58	0	0	0	0	0	0	268	66
Georgia.....	5,733	67	636	76	0	0	0	0	0	0	5,097	66
Illinois.....	380	72	23	56	0	0	0	0	0	0	357	73
Louisiana.....	281	37	12	26	0	0	0	0	0	0	269	37
Maryland.....	669	46	8	13	0	0	0	0	0	0	661	47
Mississippi.....	966	42	104	37	0	0	0	0	0	0	862	43
Montana.....	2,227	85	0	0	159	84	3	100	5	100	2,060	85
Nevada.....	19	56	0	0	1	13	0	0	0	0	18	69
New Mexico.....	447	39	0	0	6	4	0	0	67	24	374	54
North Carolina.....	22,084	67	2,977	62	383	63	0	0	0	0	18,724	68
Oklahoma.....	1,020	48	68	62	40	57	0	0	0	0	912	47
South Carolina.....	11,466	69	2,499	71	0	0	0	0	0	0	8,967	69
South Dakota.....	191	85	0	0	18	58	0	0	0	0	173	89
Tennessee.....	1,590	50	49	42	1	100	0	0	0	0	1,540	50
Texas.....	165	41	1	20	0	0	0	0	0	0	164	41
Utah.....	155	74	0	0	0	0	0	0	0	0	155	74
Virginia.....	14,495	68	2,210	56	2	67	0	0	1	100	12,282	71
Washington.....	63	72	0	0	13	76	0	0	0	0	50	71
Wisconsin.....	0	0	0	0	0	0	0	0	0	0	0	0
Wyoming.....	19	19	0	0	1	5	0	0	1	50	17	23
Total.....	64,912	65	8,667	62	636	57	8	73	163	39	55,437	66

¹Participants as a percentage of all with allotments or bases.²Operators with allotments.

ASCS County Employment

In the 561 counties with 10 percent or more minority population, there were 2,716 regular county office grade employees in 1971. Of this total, 317 were minority. Most minority employees were female (254), and were in pay levels CO grade 1-5 (250 females and 37 males). Of the minority employees, 240 were Negroes, 62 were Spanish surname, 14 were American Indian, and 1 was Oriental.

Table 5.—Regular County Office ASCS Employees by Grade, Sex, and Ethnic Group, 1971

State	CO 1 through 5									
	Negro		American Indian		Spanish surname		White		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Alabama.....	1	17	0	0	0	0	21	131	22	¹ 149
Arizona.....	0	0	0	0	0	0	1	9	1	9
Arkansas.....	1	9	0	0	0	0	8	96	9	105
California.....	0	0	0	0	0	0	0	2	0	2
Colorado.....	0	0	0	0	0	2	1	6	1	8
Florida.....	0	4	0	0	0	0	3	28	3	32
Georgia.....	1	16	0	0	0	0	13	200	14	216
Illinois.....	0	0	0	0	0	0	1	4	1	4
Louisiana.....	5	9	0	0	0	0	33	90	38	99
Maryland.....	0	0	0	0	0	0	0	13	0	13
Mississippi.....	12	42	0	0	0	0	2	181	14	223
Montana.....	0	0	0	2	0	0	0	15	0	17
Nevada.....	0	0	0	0	0	0	1	2	1	2
New Mexico.....	0	0	0	0	1	12	0	14	1	26
North Carolina.....	5	45	4	3	0	0	10	240	19	288
Oklahoma.....	0	1	1	1	0	0	5	28	6	30
South Carolina.....	0	20	0	0	0	0	14	139	14	159
South Dakota.....	0	0	0	0	0	0	0	2	0	2
Tennessee.....	2	14	0	0	0	0	7	72	9	86
Texas.....	0	2	0	0	4	26	10	104	14	132
Utah.....	0	0	0	0	0	0	0	2	0	2
Virginia.....	0	23	0	1	0	0	2	101	2	125
Washington.....	0	0	0	0	0	0	0	1	0	1
Wyoming.....	0	0	0	0	0	0	0	2	0	2
Total.....	27	202	5	7	5	40	132	1,482	169	1,732

¹Includes one Oriental.

**Table 5.—Regular County Office ASCS Employees by Grade, Sex, and Ethnic Group, 1971—
Continued**

State	CO 6 through 11									
	Negro		American Indian		Spanish surname		White		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Alabama.....	1	0	0	0	0	0	48	6	49	6
Arizona.....	0	0	0	0	0	0	8	0	8	0
Arkansas.....	3	0	0	0	0	0	37	6	40	6
California.....	0	0	0	0	0	0	1	0	1	0
Colorado.....	0	0	0	0	2	0	3	1	5	1
Florida.....	0	0	0	0	0	0	13	2	13	2
Georgia.....	0	0	0	0	0	0	89	4	89	4
Illinois.....	0	0	0	0	0	0	2	0	2	0
Louisiana.....	1	0	0	0	0	0	42	11	43	11
Maryland.....	0	0	0	0	0	0	3	3	3	3
Mississippi.....	2	0	0	0	0	0	68	47	70	47
Montana.....	0	0	1	0	0	0	4	3	5	3
Nevada.....	0	0	0	0	0	0	1	0	1	0
New Mexico.....	0	0	0	0	5	3	12	3	17	6
North Carolina.....	1	0	0	0	0	0	88	31	89	31
Oklahoma.....	0	0	1	0	0	0	10	0	11	0
South Carolina.....	2	0	0	0	0	0	56	7	58	7
South Dakota.....	0	0	0	0	0	0	1	0	1	0
Tennessee.....	1	0	0	0	0	0	14	16	15	16
Texas.....	0	0	0	0	6	1	63	13	69	14
Utah.....	0	0	0	0	0	0	1	0	1	0
Virginia.....	0	0	0	0	0	0	47	19	47	19
Washington.....	0	0	0	0	0	0	1	0	1	0
Wyoming.....	0	0	0	0	0	0	1	0	1	0
Total.....	11	0	2	0	13	4	613	172	639	176

Committee Elections

ASCS programs are administered through State, county, and community committees. State committee members are appointed by the Secretary of Agriculture. Community committee members are elected by farmers who are eligible to participate in ASCS programs. County committee members are elected by the chairmen of community committees.

Highlights of Committee Members Elected in 1971

Ethnic group	Committee members			
	County		Community	
	No.	Pct.	No.	Pct.
Negro.....	2	(¹)	134	2
American Indian.....	14	1	36	(¹)
Oriental.....	0	0	1	(¹)
Spanish surname.....	41	2	127	2
White.....	1,622	97	7,816	96
Total.....	1,679	100	8,114	100

¹ Less than 0.5 percent.

Table 6.—ASCS Committee Members by Ethnic Group, 1971

State	Negro				American Indian				Oriental			
	County		Community		County		Community		County		Community	
	Member	Alternate	Member	Alternate	Member	Alternate	Member	Alternate	Member	Alternate	Member	Alternate
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Alabama-----	2	2	42	109	0	0	0	0	0	0	0	0
Arizona-----	0	0	0	0	3	6	6	3	0	0	0	0
Arkansas-----	0	0	7	28	0	0	0	0	0	0	0	0
California-----	0	0	0	0	0	0	0	0	0	1	0	0
Colorado-----	0	0	0	0	0	0	0	0	0	0	0	0
Florida-----	0	0	3	6	0	0	0	0	0	0	0	0
Georgia-----	0	6	1	18	0	0	0	0	0	0	0	0
Illinois-----	0	0	0	2	0	0	0	0	0	0	0	0
Louisiana-----	0	0	5	10	0	0	0	1	0	0	0	0
Maryland-----	0	0	1	2	0	0	0	0	0	0	0	0
Mississippi-----	0	0	12	101	0	0	0	0	0	0	0	0
Montana-----	0	0	0	0	0	1	6	10	0	0	0	0
Nevada-----	0	0	0	0	2	1	0	0	0	0	0	0
New Mexico-----	0	0	0	0	3	2	2	5	0	0	0	0
North Carolina-----	0	0	19	81	0	0	11	9	0	0	0	0
Oklahoma-----	0	1	12	13	3	0	7	4	0	0	0	0
South Carolina-----	0	0	20	45	0	0	0	0	0	0	0	0
South Dakota-----	0	0	0	0	0	0	0	4	0	0	0	0
Tenn-----	0	0	4	24	0	0	1	0	0	0	0	0
Texas-----	0	0	4	23	0	0	0	0	0	0	1	0
Utah-----	0	0	0	0	0	0	1	0	0	0	0	0
Virginia-----	0	1	4	29	0	0	0	0	0	0	0	0
Washington-----	0	0	0	0	2	0	2	3	0	0	0	0
Wisconsin-----	0	0	0	0	1	1	0	0	0	0	0	0
Wyoming-----	0	0	0	0	0	0	0	1	0	0	0	0
Total-----	2	10	134	491	14	11	36	40	0	1	1	0

Table 6.—ASCS Committee Members by Ethnic Group, 1971—Continued

State	Spanish surname				White				Grand total			
	County		Community		County		Community		County		Community	
	Member	Alternate	Member	Alternate	Member	Alternate	Member	Alternate	Member	Alternate	Member	Alternate
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Alabama-----	0	0	0	0	117	73	741	387	119	75	783	496
Arizona-----	0	0	0	0	18	8	6	4	21	14	12	7
Arkansas-----	0	0	0	0	90	58	355	206	90	58	362	234
California-----	0	0	0	0	3	1	0	0	3	2	0	0
Colorado-----	4	1	8	4	17	13	55	37	21	14	63	41
Florida-----	0	0	0	0	35	21	78	46	35	21	81	52
Georgia-----	0	0	0	0	262	162	811	519	262	168	812	537
Illinois-----	0	0	0	0	6	3	27	15	6	3	27	17
Louisiana-----	0	0	0	0	126	83	501	315	126	83	506	326
Maryland-----	0	0	0	0	21	14	68	42	21	14	69	44
Mississippi-----	0	0	0	0	192	124	739	383	192	124	751	484
Montana-----	0	0	1	0	18	11	119	73	18	12	126	83
Nevada-----	0	0	0	0	7	5	0	0	9	6	0	0
New Mexico-----	20	17	86	62	40	20	107	63	63	39	195	130
North Carolina-----	0	0	0	0	161	103	1,584	954	161	103	1,614	1,044
Oklahoma-----	0	0	0	0	27	18	152	92	30	19	171	109
South Carolina-----	0	0	0	0	111	73	852	525	111	73	872	570
South Dakota-----	0	0	0	0	6	4	18	7	6	4	18	11
Tennessee-----	0	0	0	0	49	34	528	325	49	34	533	349
Texas-----	17	11	32	34	139	85	559	331	156	96	596	388
Utah-----	0	0	0	0	3	2	8	6	3	2	9	6
Virginia-----	0	0	0	0	168	106	488	292	168	107	492	321
Washington-----	0	0	0	0	1	2	10	5	3	2	12	8
Wisconsin-----	0	0	0	0	2	1	0	0	3	2	0	0
Wyoming-----	0	0	0	0	3	2	10	5	3	2	10	6
Total-----	41	29	127	100	1,622	1,026	7,816	4,632	1,679	1,077	8,114	5,263

EXTENSION SERVICE

The Cooperative Extension Service works with farmers, homemakers, and community groups to help identify and solve existing problems and to teach new methods of achieving desired goals. Extension work is carried out through State and county Extension offices in each State, Puerto Rico, and the District of Columbia. The programs are coordinated by an Extension Service staff in Washington, D.C.

Participation data by race were reported from the State Extension Management Information System (SEMIS) for all States except Alabama and Mississippi for use in this publication.

Eligible populations for Extension Service programs vary widely among programs and are not readily available through census or other published data. Extension Service personnel, through knowledge of their work, are best able to develop an estimate of eligible clientele by race. Thus far, ES has not provided eligibility data to the Program Evaluation Division.

Targets for the delivery of information and services to minority group members have not been developed by the Extension Service.

Highlights of Extension Service Contacts

Ethnic group and program	Sponsored educational programs	
	1971	1972
Negro (16 States)	<i>Pct.</i>	<i>Pct.</i>
Improving farm income.....	11	8
Soil and water conservation.....	8	4
Food and nutrition.....	28	44
4-H youth development.....	19	16
Community development.....	16	16
Improved family living.....	15	15
Total.....	15	15
Spanish surname (5 States)		
Improving farm income.....	4	3
Soil and water conservation.....	7	7
Food and nutrition.....	17	18
4-H youth development.....	7	6
Community development.....	5	5
Improved family living.....	5	5
Total.....	7	6
American Indian (14 States)		
Improving farm income.....	2	2
Soil and water conservation.....	1	3
Food and nutrition.....	1	4
4-H youth development.....	2	2
Community development.....	4	3
Improved family living.....	3	2
Total.....	1	3
Oriental (6 States)		
Improving farm income.....	2	2
Soil and water conservation.....	1	1
Food and nutrition.....	(¹)	1
4-H youth development.....	1	1
Community development.....	1	1
Improved family living.....	(¹)	2
Total.....	1	1

¹ Less than 0.5 percent.

Note: The difference between the percentage shown and 100 percent is the percentage of contracts to white and minorities other than the minority group designated.

Table 7.—Number and Percentage of Negro Contacts in Educational Programs Sponsored by the Extension Service, 1971 and 1972

State and program ¹	Negro			
	Contacts		Percentage of total	
	1971	1972	1971	1972
	No.	No.	Pct.	Pct.
Arkansas				
Improving farm income.....	34,629	28,898	10	8
4-H youth development.....	93,118	74,203	19	17
Community development.....	16,803	16,487	19	11
Soil and water conservation.....	380	227	16	18
Food and nutrition.....	24,710	36,046	25	32
Improved family living.....	23,487	16,774	14	11
Total.....	193,127	172,635	16	14
Delaware				
Improving farm income.....	429	828	1	2
4-H Youth development.....	1,822	5,279	7	11
Community development.....	971	824	4	20
Soil and water conservation.....	12	178	3	3
Food and nutrition.....	1,924	3,202	50	51
Improved family living.....	551	1,818	5	8
Total.....	5,709	12,129	6	9
Florida				
Improving farm income.....	23,734	42,861	4	8
4-H youth development.....	65,113	50,432	11	10
Community development.....	12,255	15,117	9	13
Soil and water conservation.....	1,221	148	3	22
Food and nutrition.....	49,994	52,327	33	35
Improved family living.....	29,611	1,364	9	9
Total.....	181,928	192,249	10	11
Georgia				
Improving farm income.....	67,047	58,471	14	13
4-H youth development.....	549,544	544,321	24	26
Community development.....	13,046	14,180	16	13
Soil and water conservation.....	1,659	580	11	5
Food and nutrition.....	52,952	92,234	45	52
Improved family living.....	58,512	63,979	23	19
Total.....	742,760	773,765	23	24
Kentucky				
Improving farm income.....	17,426	11,715	2	2
4-H youth development.....	75,253	74,786	5	5
Community development.....	3,077	4,572	2	3
Soil and water conservation.....	20	5	1	(²)
Food and nutrition.....	128,210	16,703	22	15
Improved family living.....	10,946	11,329	4	5
Total.....	234,932	119,110	7	5

Note: See footnotes at end of table.

Table 7.—Number and Percentage of Negro Contacts in Educational Programs Sponsored by the Extension Service, 1971 and 1972—Continued

State and program ¹	Negro			
	Contacts		Percentage of total	
	1971	1972	1971	1972
	No.	No.	Pct.	Pct.
Louisiana				
Improving farm income.....	98,182	108,525	15	15
4-H youth development.....	429,428	444,455	25	25
Community development.....	36,888	45,593	27	25
Soil and water conservation.....	208	115	4	4
Food and nutrition.....	113,586	760,703	52	76
Improved family living.....	72,079	73,019	21	21
Total.....	750,371	1,432,410	25	35
Maryland				
Improving farm income.....	4,808	6,167	1	1
4-H youth development.....	36,752	49,917	8	9
Community development.....	11,753	12,042	17	15
Soil and water conservation.....	645	812	3	4
Food and nutrition.....	16,717	18,770	23	31
Improved family living.....	10,848	12,044	6	7
Total.....	81,523	99,752	7	7
North Carolina				
Improving farm income.....	174,112	174,846	16	17
4-H youth development.....	303,491	329,769	26	28
Community development.....	74,454	85,691	29	37
Soil and water conservation.....	781	988	7	12
Food and nutrition.....	88,183	100,515	33	39
Improved family living.....	192,319	194,763	28	29
Total.....	833,340	886,572	24	26
Oklahoma				
Improving farm income.....	16,628	15,592	3	4
4-H youth development.....	74,508	58,650	6	5
Community development.....	8,918	9,145	6	6
Soil and water conservation.....	317	156	2	3
Food and nutrition.....	11,719	14,141	12	14
Improved family living.....	16,128	15,878	5	6
Total.....	128,218	113,562	5	5
South Carolina				
Improving farm income.....	49,788	46,723	18	17
4-H youth development.....	270,938	257,452	45	44
Community development.....	13,985	11,186	27	29
Soil and water conservation.....	1,239	653	18	15
Food and nutrition.....	35,146	79,528	41	58
Improved family living.....	43,724	44,916	27	26
Total.....	414,820	440,458	35	37

Note: See footnotes at end of table.

Table 7.—Number and Percentage of Negro Contacts in Educational Programs Sponsored by the Extension Service, 1971 and 1972—Continued

State and program ¹	Negro			
	Contacts		Percentage of total	
	1971	1972	1971	1972
	No.	No.	Pct.	Pct.
Tennessee				
Improving farm income.....	36,946	47,495	8	6
4-H youth development.....	315,017	237,163	12	9
Community Development.....	11,669	11,374	8	10
Soil and water conservation.....	178	57	2	(²)
Food and nutrition.....	26,403	88,062	16	22
Improved family living.....	27,000	31,244	8	9
Total.....	417,213	415,395	11	10
Texas				
Improving farm income.....	75,483	104,456	5	6
4-H youth development.....	200,723	168,128	8	7
Community development.....	86,226	105,875	10	14
Soil and water conservation.....	1,598	1,045	4	5
Food and nutrition.....	146,175	113,737	16	19
Improved family living.....	77,742	104,693	10	10
Total.....	587,947	597,934	9	9
Virginia				
Improving farm income.....	36,884	43,840	8	8
4-H youth development.....	320,184	300,753	23	22
Community development.....	21,362	21,324	12	15
Soil and water conservation.....	6,037	570	16	6
Food and nutrition.....	42,195	72,199	39	37
Improved family living.....	78,490	97,469	20	21
Total.....	505,152	536,155	20	20
West Virginia				
Improving farm income.....	520	287	1	0
4-H youth development.....	13,547	11,519	4	4
Community development.....	1,821	10,924	2	12
Soil and water conservation.....	16	8	1	0
Food and nutrition.....	23,109	8,433	15	20
Improved family living.....	2,479	3,234	5	4
Total.....	41,492	34,405	7	5

¹Data not available for Alabama and Mississippi.

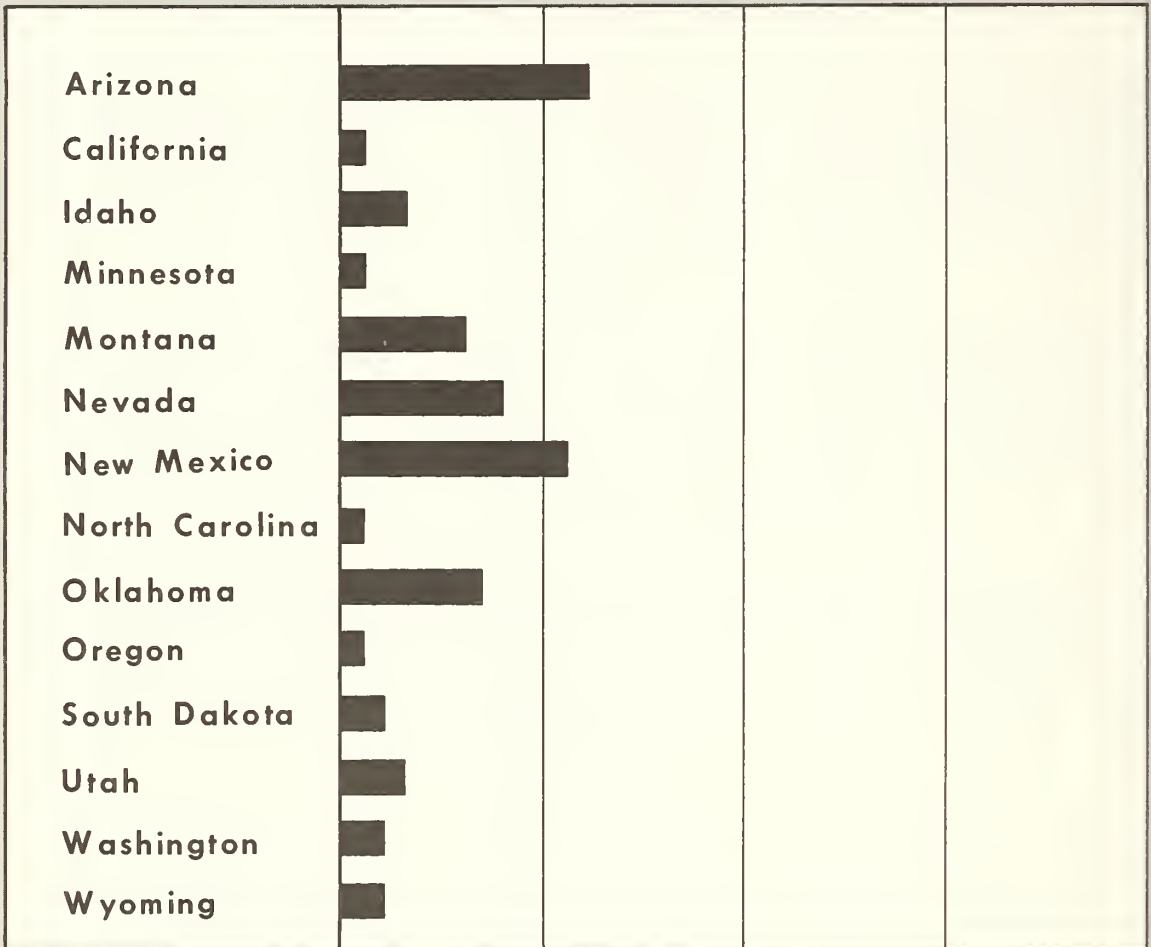
²Less than 0.5 percent.

Table 7a.—Number and Percentage of Spanish Surname Contacts in Educational Programs Sponsored by the Extension Service, 1971 and 1972

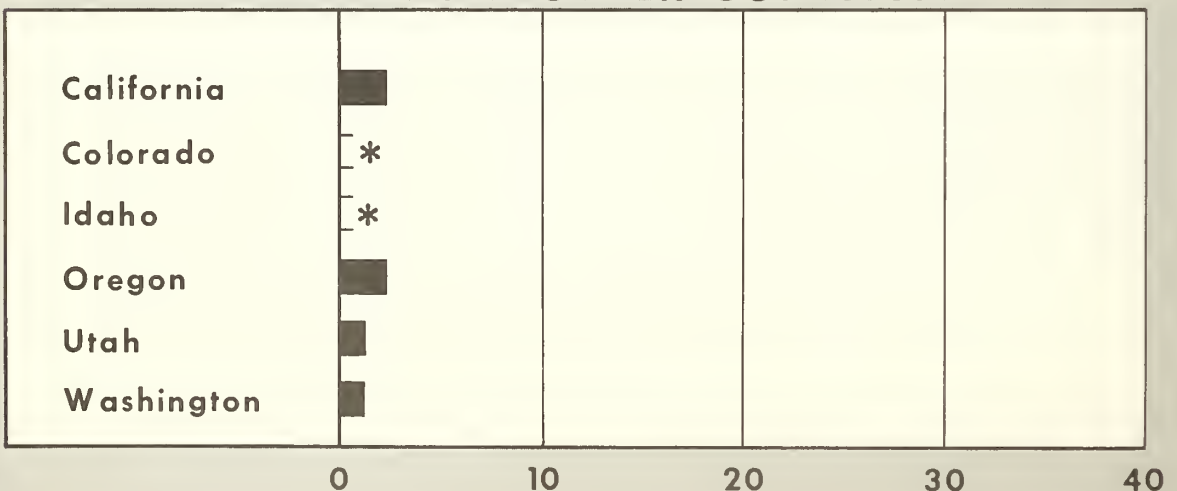
State and program	Spanish surname			
	Contacts		Percentage of total	
	1971	1972	1971	1972
	<i>No.</i>	<i>No.</i>	<i>Pct.</i>	<i>Pct.</i>
Arizona				
Improving farm income.....	7,437	4,393	6	4
4-H youth development.....	19,320	18,318	8	11
Community development.....	3,096	1,779	13	9
Soil and water conservation.....	1,305	352	10	4
Food and nutrition.....	5,085	6,302	15	11
Improved family living.....	8,666	3,692	10	5
Total.....	44,909	34,836	8	8
California				
Improving farm income.....	30,855	24,243	3	2
4-H youth development.....	70,180	54,364	4	3
Community development.....	2,644	2,185	3	3
Soil and water conservation.....	134	74	1	1
Food and nutrition.....	13,980	35,849	7	12
Improved family living.....	5,941	16,734	2	2
Total.....	123,734	133,449	3	3
Colorado				
Improving farm income.....	3,736	6,433	2	2
4-H youth development.....	77,248	27,428	10	3
Community development.....	2,567	2,146	3	2
Soil and water conservation.....	149	38	2	1
Food and nutrition.....	36,643	12,137	41	13
Improved family living.....	5,465	6,311	3	2
Total.....	125,808	54,493	9	3
New Mexico				
Improving farm income.....	37,826	40,178	21	18
4-H youth development.....	86,288	78,363	18	19
Community development.....	9,163	19,298	17	22
Soil and water conservation.....	1,971	1,864	30	30
Food and nutrition.....	18,514	30,276	26	33
Improved family living.....	14,999	19,605	17	20
Total.....	168,761	189,584	20	21
Texas				
Improving farm income.....	47,918	52,182	3	3
4-H youth development.....	154,517	134,640	6	6
Community development.....	31,648	26,227	4	4
Soil and water conservation.....	1,704	928	5	4
Food and nutrition.....	146,835	114,373	16	19
Improved family living.....	44,200	70,101	6	7
Total.....	426,822	398,451	7	6

FIGURE 1

**PERCENTAGE OF CONTACTS TO RACIAL /
ETHNIC GROUP MEMBERS IN EXTENSION
SPONSORED EDUCATIONAL PROGRAMS, 1972**
AMERICAN INDIAN CONTACTS



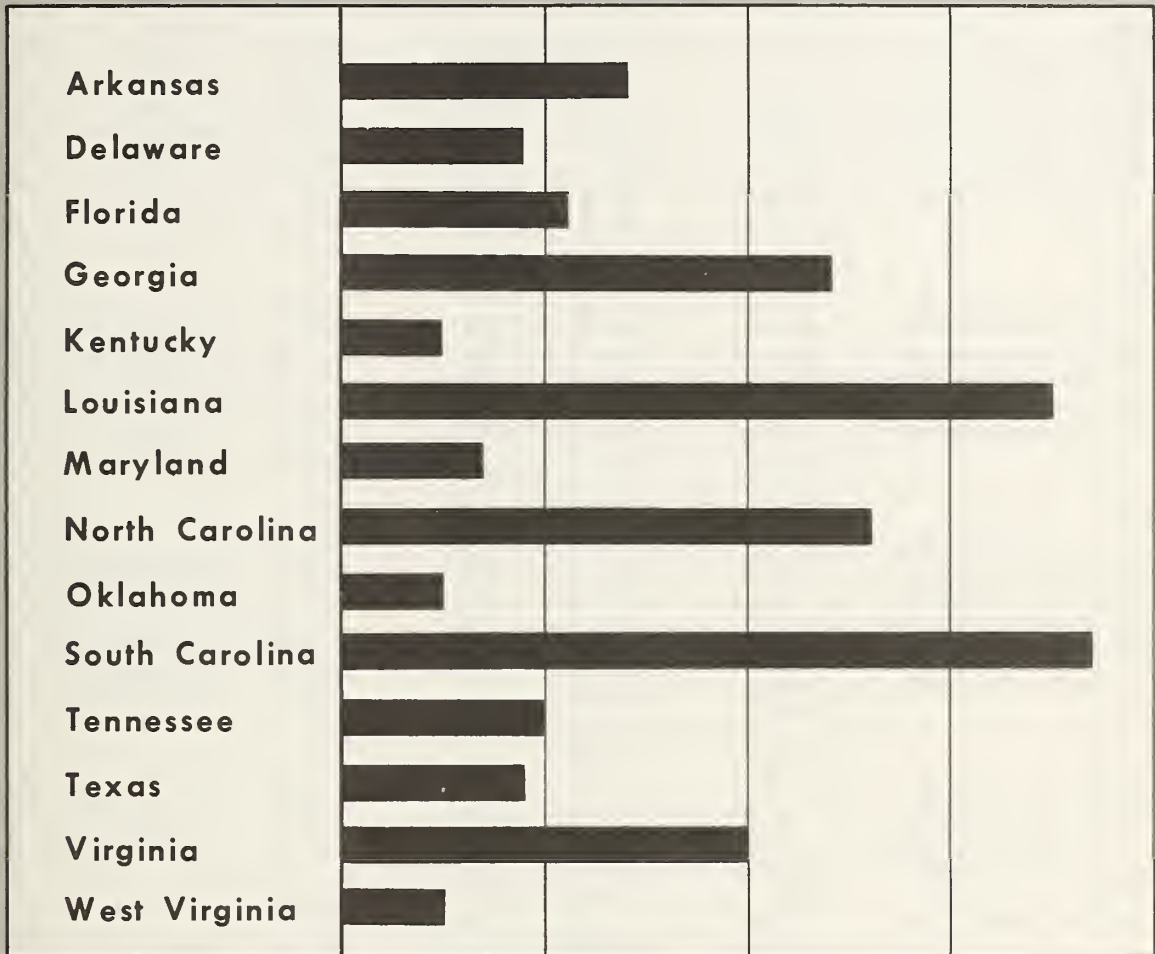
ORIENTAL AND OTHER CONTACTS



* Less than 0.5 percent

FIGURE 1 (Cont'd)

**PERCENTAGE OF CONTACTS TO RACIAL/
ETHNIC GROUP MEMBERS IN EXTENSION
SPONSORED EDUCATIONAL PROGRAMS, 1972**
NEGRO CONT ACTS



SPANISH SURNAME CONTACTS

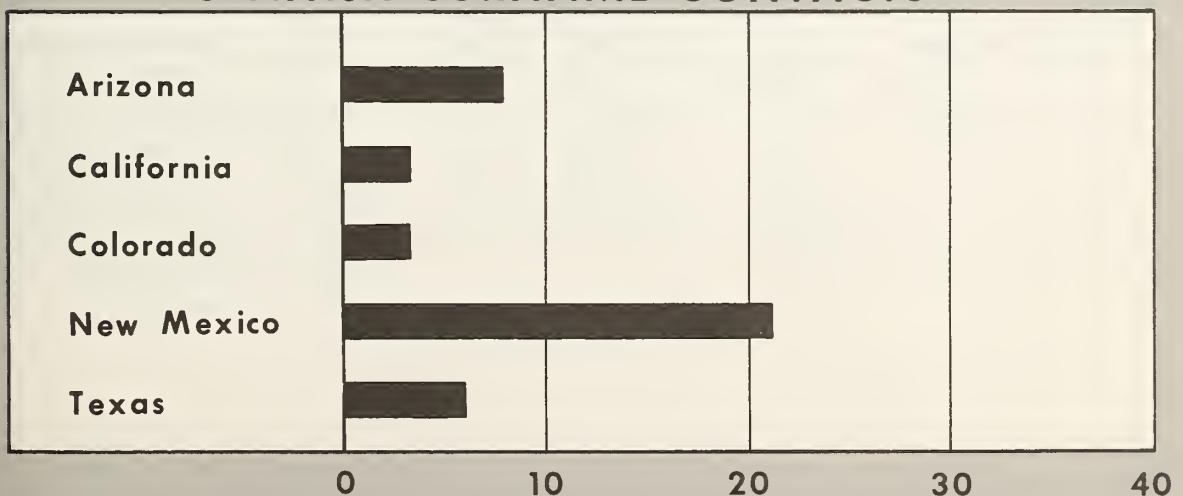


Table 7b.—Number of American Indian Contacts in Educational Programs Sponsored by the Extension Service, 1971 and 1972

State and program	American Indian			
	Contacts		Percentage of total	
	1971	1972	1971	1972
	No.	No.	Pct.	Pct.
Arizona				
Improving farm income.....	9,733	9,228	8	8
4-H youth development.....	24,212	22,209	10	14
Community development.....	2,790	1,529	12	7
Soil and water conservation.....	671	927	5	10
Food and nutrition.....	7,182	4,260	21	7
Improved family living.....	9,996	5,417	12	8
Total.....	54,584	43,570	10	12
California				
Improving farm income.....	11,913	19,926	1	2
4-H youth development.....	8,412	10,534	1	1
Community development.....	6,820	123	8	(1)
Soil and water conservation.....	206	8	2	(1)
Food and nutrition.....	1,526	4,557	1	2
Improved family living.....	8,930	2,435	2	(1)
Total.....	37,807	37,583	1	1
Idaho				
Improving farm income.....	2,952	2,792	2	1
4-H youth development.....	7,828	5,202	2	2
Community development.....	321	1,151	1	2
Soil and water conservation.....	44	44	1	1
Food and nutrition.....	1,520	2,364	9	11
Improved family living.....	3,001	3,550	4	7
Total.....	15,666	15,103	2	3
Minnesota				
Improving farm income.....	1,036	955	(1)	(1)
4-H youth development.....	4,915	3,887	(1)	(1)
Community development.....	474	782	(1)	1
Soil and water conservation.....	242	4	1	(1)
Food and nutrition.....	2,675	3,560	4	5
Improved family living.....	1,792	3,029	1	1
Total.....	11,134	12,217	(1)	1
Montana				
Improving farm income.....	2,375	2,454	3	3
4-H youth development.....	8,293	8,673	3	4
Community development.....	9,636	8,516	12	12
Soil and water conservation.....	137	886	1	8
Food and nutrition.....	3,574	2,173	21	17
Improved family living.....	4,595	3,935	10	8
Total.....	28,610	26,637	5	6

Note: See footnotes at end of table.

Table 7b.—Number of American Indian Contacts in Educational Programs Sponsored by the Extension Services, 1971 and 1972—Continued

State and program	American Indian			
	Contacts		Percentage of total	
	1971	1972	1971	1972
	No.	No.	Pct.	Pct.
Nevada				
Improving farm income.....	1,633	1,563	3	3
4-H youth development.....	16,192	15,013	8	8
Community development.....	1,701	3,380	9	19
Soil and water conservation.....	23	29	2	6
Food and nutrition.....	3,182	2,757	16	6
Improved family living.....	3,040	1,222	2	3
Total.....	25,771	23,964	6	8
New Mexico				
Improving farm income.....	17,735	42,858	10	19
4-H youth development.....	27,316	27,153	6	7
Community development.....	2,696	4,366	5	5
Soil and water conservation.....	354	375	5	6
Food and nutrition.....	11,965	8,173	17	9
Improved family living.....	7,815	9,352	9	9
Total.....	67,881	92,277	8	11
North Carolina				
Improving farm income.....	11,405	12,311	1	1
4-H youth development.....	10,181	15,117	1	1
Community development.....	1,789	2,043	1	1
Soil and water conservation.....	41	52	(1)	1
Food and nutrition.....	2,040	1,631	1	1
Improved family living.....	5,352	6,844	1	1
Total.....	30,808	37,998	1	1
Oklahoma				
Improving farm income.....	16,588	17,371	3	4
4-H youth development.....	75,422	76,950	6	7
Community development.....	9,131	10,127	6	7
Soil and water conservation.....	420	571	3	11
Food and nutrition.....	10,728	10,496	11	10
Improved family living.....	13,544	14,233	4	5
Total.....	125,833	129,748	5	7
Oregon				
Improving farm income.....	184	914	(1)	1
4-H youth development.....	2,924	2,726	1	1
Community development.....	321	387	(1)	1
Soil and water conservation.....	49	7	(1)	(1)
Food and nutrition.....	1,296	1,516	4	3
Improved family living.....	1,023	717	1	1
Total.....	5,797	6,267	1	1

Note: See footnotes at end of table.

Table 7b.—Number of American Indian Contacts in Educational Programs Sponsored by the Extension Services, 1971 and 1972—Continued

State and program	American Indian			
	Contacts		Percentage of total	
	1971	1972	1971	1972
	<i>No.</i>	<i>No.</i>	<i>Pct.</i>	<i>Pct.</i>
South Dakota				
Improving farm income.....	2,945	1,604	1	1
4-H youth development.....	27,570	6,864	5	1
Community development.....	2,060	1,149	6	3
Soil and water conservation.....	166	58	1	(¹)
Food and nutrition.....	14,326	2,615	17	10
Improved family living.....	12,360	1,261	13	2
Total.....	59,427	13,551	6	2
Utah				
Improving farm income.....	1,502	2,856	2	3
4-H youth development.....	3,263	3,618	2	2
Community development.....	1,520	751	6	3
Soil and water conservation.....	2	34	(¹)	1
Food and nutrition.....	1,226	2,898	4	5
Improved family living.....	1,057	379	2	1
Total.....	8,570	10,536	2	3
Washington				
Improving farm income.....	663	621	(¹)	(¹)
4-H youth development.....	2,211	4,447	(¹)	1
Community development.....	1,391	798	1	1
Soil and water conservation.....	64	41	1	(¹)
Food and nutrition.....	1,949	2,540	(¹)	3
Improved family living.....	5,178	5,566	3	3
Total.....	11,456	14,013	(¹)	2
Wyoming				
Improving farm income.....	663	206	2	(¹)
4-H youth development.....	2,755	2,644	2	2
Community development.....	1,829	72	6	1
Soil and water conservation.....	0	92	0	6
Food and nutrition.....	148	643	1	5
Improved family living.....	236	789	1	3
Total.....	5,631	4,446	2	2

¹Less than 0.5 percent.

Table 7c.—Number of Oriental and Other Contacts in Educational Programs Sponsored by the Extension Service, 1971 and 1972

State and program	Oriental and other			
	Contacts		Percentage of total	
	1971	1972	1971	1972
	No.	No.	Pct.	Pct.
California				
Improving farm income.....	37,525	39,204	3	3
4-H youth development.....	24,627	15,630	1	1
Community development.....	1,220	1,659	2	2
Soil and water conservation.....	372	206	3	3
Food and nutrition.....	2,022	1,805	1	1
Improved family living.....	1,960	21,166	1	3
Total.....	67,726	79,670	2	2
Colorado				
Improving farm income.....	715	1,120	1	(¹)
4-H youth development.....	6,671	2,894	1	(¹)
Community development.....	199	107	(¹)	(¹)
Soil and water conservation.....	14	1	(¹)	(¹)
Food and nutrition.....	1,052	291	1	(¹)
Improved family living.....	520	1,069	(¹)	(¹)
Total.....	9,171	5,482	1	(¹)
Idaho				
Improving farm income.....	1,771	861	1	(¹)
4-H youth development.....	3,338	1,351	1	(¹)
Community development.....	4	128	(¹)	(¹)
Soil and water conservation.....	57	5	1	(¹)
Food and nutrition.....	68	75	(¹)	(¹)
Improved family living.....	135	95	(¹)	(¹)
Total.....	5,373	2,515	1	1
Oregon				
Improving farm income.....	2,274	2,186	2	1
4-H youth development.....	3,045	12,518	1	3
Community development.....	817	1,289	1	2
Soil and water conservation.....	42	46	(¹)	(¹)
Food and nutrition.....	88	169	(¹)	(¹)
Improved family living.....	523	363	1	1
Total.....	6,789	16,571	1	2
Utah				
Improving farm income.....	1,716	757	2	1
4-H youth development.....	1,920	1,482	1	1
Community development.....	132	59	(¹)	(¹)
Soil and water conservation.....	24	13	1	(¹)
Food and nutrition.....	114	361	(¹)	1
Improved family living.....	320	237	1	(¹)
Total.....	4,226	2,909	1	.1
Washington				
Improving farm income.....	2,818	1,880	1	1
4-H youth development.....	5,465	2,038	(¹)	1
Community development.....	2,536	2,100	3	2
Soil and water conservation.....	157	184	1	2
Food and nutrition.....	790	1,261	(¹)	1
Improved family living.....	986	1,006	(¹)	1
Total.....	12,752	9,469	(¹)	1

¹Less than 0.5 percent.

Nutrition Aides Program

The Nutrition Aides Program was designed to reach and help those low-income homemakers who lack the skills necessary to recognize nutrition needs in making use of inexpensive foods and to prepare these foods in attractive and appetizing dishes. In 1972, there were 9,017 nutrition aides, compared with 8,921 in 1971. Aides worked with 338,389 homemakers in 1972, compared with 340,446 in 1971.

Highlights of Nutrition Aides

Region	Total	Percentage of program aides participating in nutrition program in 1972					
		White	Negro	Spanish surname	Oriental	American Indian	Other
	No.	Pct.	Pct.	Pct.	Pct.	Pct.	Pct.
New England.....	451	75	16	9	0	(¹)	1
Middle Atlantic.....	924	55	34	10	0	1	(¹)
East North Central.....	1,184	55	38	4	0	2	1
West North Central.....	1,003	50	43	2	0	4	(¹)
South Atlantic.....	1,552	44	54	1	0	1	0
East South Central.....	1,549	54	46	0	(¹)	0	0
West South Central.....	1,358	24	54	20	(¹)	2	(¹)
Mountain.....	526	40	11	38	(¹)	11	(¹)
Pacific.....	470	35	26	34	(¹)	4	(¹)
Total.....	9,017	47	41	9	(¹)	2	(¹)

¹Less than 0.5 percent.

Highlights of Homemakers

Region	Total	Percentage of homemakers participating in nutrition program in 1972					
		White	Negro	Spanish surname	Oriental	American Indian	Other
	No.	Pct.	Pct.	Pct.	Pct.	Pct.	Pct.
New England.....	12,885	70	16	13	(¹)	(¹)	(¹)
Middle Atlantic.....	23,185	54	31	15	(¹)	(¹)	(¹)
East North Central.....	33,117	50	44	5	(¹)	1	(¹)
West North Central.....	25,806	68	23	3	(¹)	6	(¹)
South Atlantic.....	60,942	32	66	1	(¹)	1	(¹)
East South Central.....	62,014	43	57	(¹)	(¹)	(¹)	(¹)
West South Central.....	80,274	15	58	26	(¹)	1	(¹)
Mountain.....	13,468	32	9	45	(¹)	13	(¹)
Pacific.....	26,698	27	32	35	1	3	2
Total.....	338,389	37	48	13	(¹)	2	(¹)

¹Less than 0.5 percent.

Table 8.—Percentage of Program Aides in Nutrition Program, by Region and Ethnic Group, 1972

Region and State	Total	Program aides participating					
		White	Negro	Spanish surname	Oriental	American Indian	Other
	No.	Pct.	Pct.	Pct.	Pct.	Pct.	Pct.
New England							
Maine.....	93	100	0	0	0	0	0
New Hampshire.....	40	100	0	0	0	0	0
Vermont.....	30	100	0	0	0	0	0
Massachusetts.....	196	65	18	16	0	0	1
Rhode Island.....	58	71	24	0	0	3	2
Connecticut.....	34	18	59	23	0	0	0
Total.....	451	75	16	9	0	(¹)	1
Middle Atlantic							
New York.....	476	59	28	12	0	1	(¹)
New Jersey.....	128	5	76	19	0	0	0
Pennsylvania.....	320	70	28	2	0	0	0
Total.....	924	55	34	10	0	1	(¹)
East North Central							
Ohio.....	253	41	55	4	0	(¹)	0
Indiana.....	204	59	39	2	0	0	0
Illinois.....	250	43	50	7	0	0	0
Michigan.....	161	45	50	5	0	0	0
Wisconsin.....	316	78	9	4	0	6	3
Total.....	1,184	55	38	4	0	2	1
West North Central							
Minnesota.....	121	76	12	2	0	10	0
Iowa.....	196	80	16	2	0	1	1
Missouri.....	396	14	86	0	0	0	0
North Dakota.....	52	69	0	0	0	31	0
South Dakota.....	58	86	0	2	0	12	0
Nebraska.....	93	67	22	5	0	6	0
Kansas.....	87	59	32	8	0	1	0
Total.....	1,003	50	43	2	0	4	(¹)
South Atlantic							
Delaware.....	26	0	92	8	0	0	0
Maryland.....	59	32	68	0	0	0	0
Virginia.....	225	41	58	1	0	0	0
West Virginia.....	154	81	19	0	0	0	0
North Carolina.....	259	53	45	0	0	2	0
South Carolina.....	244	35	64	0	0	0	0
Georgia.....	283	43	57	0	0	0	0
Florida.....	292	35	61	3	0	1	0
Total.....	1,552	44	54	1	0	1	0

Note: See footnotes at end of table.

Table 8.—Percentage of Program Aides in Nutrition Program, by Region and Ethnic Group, 1972—Continued

Region and State	Total	Program aides participating					
		White	Negro	Spanish surname	Oriental	American Indian	Other
	No.	Pct.	Pct.	Pct.	Pct.	Pct.	Pct.
East South Central							
Kentucky.....	393	82	18	0	(¹)	0	0
Tennessee.....	328	78	22	0	0	0	0
Alabama.....	432	48	52	0	0	0	0
Mississippi.....	396	14	86	0	0	0	0
Total.....	1,549	54	46	0	(¹)	0	0
West South Central							
Arkansas.....	206	54	46	0	0	(¹)	(¹)
Louisiana.....	276	20	80	0	0	0	0
Oklahoma.....	151	49	35	1	1	14	0
Texas.....	725	12	50	38	0	0	0
Total.....	1,358	24	54	20	(¹)	2	(¹)
Mountain							
Montana.....	38	74	3	5	0	18	0
Idaho.....	93	82	2	7	0	9	0
Wyoming.....	22	41	23	36	0	0	0
Colorado.....	76	34	8	50	1	6	1
New Mexico.....	128	11	8	74	0	7	0
Arizona.....	87	9	20	39	0	32	0
Utah.....	51	57	8	29	0	6	0
Nevada.....	31	65	35	0	0	0	0
Total.....	576	40	11	38	(¹)	11	(¹)
Pacific							
Washington.....	105	58	20	12	0	10	0
Oregon.....	71	74	7	13	0	6	0
California.....	294	17	33	46	1	2	1
Total.....	470	35	26	34	(¹)	4	(¹)

¹Less than 0.5 percent.

Note: Percentages may not equal 100 due to rounding.

Table 9.—Percentage of Homemakers in Nutrition Program, by Region and Ethnic Group, 1972

Region and State	Total	Homemakers participating					
		White	Negro	Spanish surname	Oriental	American Indian	Other
	No.	Pct.	Pct.	Pct.	Pct.	Pct.	Pct.
New England							
Maine.....	3,587	100	(1)	0	(1)	(1)	(1)
New Hampshire.....	1,370	96	1	1	0	(1)	2
Vermont.....	926	100	0	(1)	(1)	(1)	(1)
Massachusetts.....	4,109	45	25	29	(1)	(1)	1
Rhode Island.....	1,345	82	15	1	(1)	1	1
Connecticut.....	1,548	20	52	28	0	(1)	0
Total.....	12,885	70	16	13	(1)	(1)	1
Middle Atlantic							
New York.....	9,456	55	23	21	(1)	1	(1)
New Jersey.....	3,697	7	66	27	0	(1)	(1)
Pennsylvania.....	10,032	70	26	4	(1)	(1)	(1)
Total.....	23,185	54	31	15	(1)	(1)	(1)
East North Central							
Ohio.....	8,093	46	48	6	(1)	(1)	(1)
Indiana.....	5,610	55	42	3	(1)	(1)	(1)
Illinois.....	10,595	36	56	8	(1)	(1)	(1)
Michigan.....	4,971	52	41	6	(1)	1	(1)
Wisconsin.....	3,848	83	8	3	(1)	6	(1)
Total.....	33,117	50	44	5	(1)	1	(1)
West North Central							
Minnesota.....	2,820	75	7	2	1	14	1
Iowa.....	4,966	85	12	2	(1)	1	(1)
Missouri.....	9,606	60	39	1	(1)	(1)	(1)
North Dakota.....	1,545	67	1	(1)	(1)	31	1
South Dakota.....	1,664	77	(1)	2	(1)	21	(1)
Nebraska.....	2,042	65	22	5	(1)	8	(1)
Kansas.....	3,163	59	31	9	(1)	1	(1)
Total.....	25,806	68	23	3	(1)	6	(1)
South Atlantic							
Delaware.....	708	4	86	10	0	0	0
Maryland.....	2,996	27	73	(1)	0	(1)	(1)
Virginia.....	7,314	32	67	1	(1)	(1)	(1)
West Virginia.....	5,915	84	16	(1)	0	(1)	(1)
North Carolina.....	9,379	34	63	(1)	(1)	3	(1)
South Carolina.....	9,967	12	88	(1)	(1)	(1)	(1)
Georgia.....	14,921	30	70	(1)	(1)	0	0
Florida.....	9,942	25	70	4	(1)	1	(1)
Total.....	60,942	32	67	1	(1)	(1)	(1)

Note: See footnotes at end of table.

Table 9.—Percentage of Homemakers in Nutrition Program, by Region and Ethnic Group, 1972
Continued

Region and State	Total	Homemakers participating					
		White	Negro	Spanish surname	Oriental	American Indian	Other
	No.	Pct.	Pct.	Pct.	Pct.	Pct.	Pct.
East South Central							
Kentucky.....	11,634	75	25	(1)	(1)	(1)	(1)
Tennessee.....	14,817	66	34	(1)	(1)	(1)	(1)
Alabama.....	20,032	33	67	(1)	0	(1)	0
Mississippi.....	15,531	10	90	0	0	0	(1)
Total.....	62,014	43	57	(1)	(1)	(1)	(1)
West South Central							
Arkansas.....	9,444	31	69	(1)	(1)	(1)	(1)
Louisiana.....	17,586	14	86	(1)	0	(1)	(1)
Oklahoma.....	3,236	37	41	1	(1)	20	1
Texas.....	50,008	11	47	42	(1)	(1)	(1)
Total.....	80,274	15	58	26	(1)	1	(1)
Mountain							
Montana.....	1,242	63	1	5	(1)	30	(1)
Idaho.....	1,648	72	4	10	(1)	14	(1)
Wyoming.....	291	36	9	54	(1)	0	1
Colorado.....	1,332	19	6	68	0	6	1
New Mexico.....	3,632	6	5	84	(1)	4	(1)
Arizona.....	2,789	8	20	46	(1)	26	(1)
Utah.....	1,935	62	6	27	(1)	3	(1)
Nevada.....	619	49	35	4	(1)	10	1
Total.....	13,468	32	9	46	(1)	13	(1)
Pacific							
Washington.....	3,167	63	15	11	1	9	1
Oregon.....	1,975	69	6	15	(1)	10	(1)
California.....	21,556	17	37	41	1	1	2
Total.....	26,698	27	32	35	1	3	2

¹Less than 0.5 percent.

Participation by Youth in 4-H Clubs and Camps Sponsored by the Extension Service

In general, 4-H clubs are open to youth between the ages of 9 and 19, with some variation among States. Members participate in projects that enable them to gain practical experience of an educational nature.

Camps are held to bring youth together for specialized educational purposes. Sessions may be held for periods ranging from a few hours to several days.

Highlights of Youth in 4-H Clubs, 1972

Region	Total	Percentage participating					
		White	Negro	Spanish surname	Oriental	American Indian	Other
	No.	Pct.	Pct.	Pct.	Pct.	Pct.	Pct.
New England.....	87,187	91	7	2	(¹)	(¹)	(¹)
Middle Atlantic.....	288,140	93	6	1	(¹)	(¹)	(¹)
East North Central.....	537,096	89	9	2	(¹)	(¹)	(¹)
West North Central.....	290,606	96	3	(¹)	(¹)	1	(¹)
South Atlantic.....	464,358	70	30	(¹)	(¹)	(¹)	(¹)
East South Central.....	430,277	74	26	(¹)	(¹)	(¹)	(¹)
West South Central.....	270,779	77	18	3	(¹)	2	(¹)
Mountain.....	154,538	84	2	10	(¹)	4	(¹)
Pacific.....	135,938	93	1	3	1	1	1
Total.....	2,658,919	83	14	2	(¹)	1	(¹)

¹Less than 0.5 percent.

Highlights of Attendance at Camps Sponsored by the Extension Service (16 Southern States, 1972)

Ethnic group	Average number attending
Negro.....	12
Spanish surname.....	(¹)
American Indian.....	(¹)
Oriental.....	(¹)
White.....	28

¹Less than one person.

Table 10.—Percentage of Youth in 4-H Clubs, by Region and Ethnic Group, 1972

Region and State	Total	Youth participating					
		White	Negro	Spanish surname	Oriental	American Indian	Other
	No.	Pct.	Pct.	Pct.	Pct.	Pct.	Pct.
New England							
Maine.....	9,910	99	(1)	(1)	(1)	1	0
New Hampshire.....	17,656	100	(1)	0	(1)	(1)	0
Vermont.....	11,574	100	(1)	0	(1)	(1)	0
Massachusetts.....	18,935	76	16	7	1	(1)	0
Rhode Island.....	4,121	73	23	3	(1)	(1)	(1)
Connecticut.....	24,991	92	7	1	(1)	(1)	0
Total.....	87,187	91	7	2	(1)	(1)	(1)
Middle Atlantic							
New York.....	194,955	94	6	(1)	(1)	(1)	(1)
New Jersey.....	35,441	81	16	2	1	(1)	(1)
Pennsylvania.....	57,744	98	2	(1)	(1)	(1)	(1)
Total.....	288,140	93	6	1	(1)	(1)	(1)
East North Central							
Ohio.....	129,864	93	6	1	(1)	(1)	(1)
Indiana.....	144,297	77	19	4	(1)	(1)	(1)
Illinois.....	79,091	94	6	(1)	(1)	(1)	(1)
Michigan.....	117,775	93	5	2	(1)	(1)	(1)
Wisconsin.....	66,069	98	1	(1)	(1)	1	(1)
Total.....	537,096	89	9	2	(1)	(1)	(1)
West North Central							
Minnesota.....	63,911	98	1	(1)	(1)	1	(1)
Iowa.....	57,183	100	(1)	(1)	(1)	(1)	(1)
Missouri.....	47,211	88	12	(1)	(1)	(1)	(1)
North Dakota.....	18,489	97	1	(1)	(1)	2	0
South Dakota.....	26,453	93	(1)	(1)	(1)	7	(1)
Nebraska.....	42,707	97	2	1	(1)	(1)	(1)
Kansas.....	34,652	97	2	1	(1)	(1)	(1)
Total.....	290,606	96	3	(1)	(1)	1	(1)
South Atlantic							
Delaware.....	2,185	79	20	0	0	0	1
Maryland.....	21,578	85	15	(1)	(1)	(1)	(1)
Virginia.....	95,598	70	30	(1)	(1)	(1)	(1)
West Virginia.....	39,850	91	8	(1)	1	(1)	(1)
North Carolina.....	69,307	67	32	(1)	(1)	1	0
South Carolina.....	57,493	50	50	0	(1)	(1)	(1)
Georgia.....	157,430	70	30	(1)	(1)	(1)	(1)
Florida.....	20,917	84	15	(1)	(1)	1	(1)
Total.....	464,358	70	30	(1)	(1)	(1)	(1)
East South Central							
Kentucky.....	89,134	89	11	(1)	(1)	(1)	(1)
Tennessee.....	140,022	89	11	(1)	(1)	(1)	0
Alabama.....	108,837	63	37	(1)	(1)	(1)	0
Mississippi.....	92,284	50	50	(1)	(1)	(1)	(1)
Total.....	430,277	74	26	(1)	(1)	(1)	(1)

Note: See footnotes at end of table.

Table 10.—Percentage of Youth in 4-H Clubs, by Region and Ethnic Group, 1972—Continued

Region and State	Total	Youth participating					
		White	Negro	Spanish surname	Oriental	American Indian	Other
	No.	Pct.	Pct.	Pct.	Pct.	Pct.	Pct.
West South Central							
Arkansas.....	27,039	79	21	(¹)	(¹)	(¹)	(¹)
Louisiana.....	83,983	68	32	(¹)	(¹)	(¹)	0
Oklahoma.....	78,002	83	8	1	(¹)	8	(¹)
Texas.....	81,755	77	14	8	(¹)	(¹)	(¹)
Total.....	270,779	77	18	3	(¹)	2	(¹)
Mountain							
Montana.....	14,111	96	(¹)	(¹)	(¹)	4	(¹)
Idaho.....	23,982	96	(¹)	2	1	1	(¹)
Wyoming.....	9,451	95	(¹)	2	(¹)	3	(¹)
Colorado.....	33,883	88	3	8	1	(¹)	(¹)
New Mexico.....	22,029	63	2	29	(¹)	6	(¹)
Arizona.....	21,256	56	9	23	(¹)	12	(¹)
Utah.....	20,725	97	(¹)	1	(¹)	2	(¹)
Nevada.....	9,101	86	4	4	1	4	1
Total.....	154,538	84	2	10	(¹)	4	(¹)
Pacific							
Washington.....	30,301	95	1	1	1	2	(¹)
Oregon.....	42,713	95	1	1	0	1	2
California.....	62,924	91	1	6	1	1	(¹)
Total.....	135,938	93	1	3	1	1	1

¹Less than 0.5 percent.

Table 11.—Number of 4-H Youth-Conducted Camp Sessions and Average Number Attending in the 16 Southern States in 1972

State	Camp sessions	Average number of youth attending camps				
		Negro	White	American Indian	Spanish surname	Oriental
	No.	No.	No.	No.	No.	No.
Alabama.....	73	8	26	(¹)	0	0
Arkansas.....	143	15	28	(¹)	(¹)	(¹)
Delaware.....	91	20	8	0	(¹)	0
Florida.....	56	11	67	1	0	0
Georgia.....	549	3	25	0	0	0
Kentucky.....	349	2	25	0	0	(¹)
Louisiana.....	190	14	25	(¹)	0	(¹)
Maryland.....	296	20	23	0	(¹)	(¹)
Mississippi.....	113	32	11	0	0	0
North Carolina.....	351	15	22	1	0	0
Oklahoma.....	190	4	32	4	(¹)	(¹)
South Carolina.....	338	18	8	(¹)	0	(¹)
Tennessee.....	51	27	158	(¹)	0	0
Texas.....	297	7	34	(¹)	3	(¹)
Virginia.....	153	51	74	(¹)	(¹)	(¹)
West Virginia.....	516	1	25	(¹)	(¹)	(¹)
Total.....	3,756	12	28	(¹)	(¹)	(¹)

¹Less than one person.

Extension Service Employment

The Federal, State, and county governments jointly employ county agents, home economics agents, 4-H club agents, State and area specialists, and others who conduct ES and land-grant college joint educational programs adapted to local problems and conditions.

Highlights of State and County Extension Service Professional Personnel, 1972

Region	Negro	Spanish surname	American Indian	Oriental	White and other	Total
	No.	No.	No.	No.	No.	No.
New England.....	14	0	0	0	617	631
Middle Atlantic.....	28	4	0	0	1,336	1,368
East North Central.....	26	2	1	2	2,535	2,566
East South Central.....	211	0	0	3	1,792	2,006
West South Central.....	193	17	8	1	1,900	2,119
Mountain.....	11	33	5	2	1,056	1,107
West North Central.....	19	0	3	4	2,521	2,547
South Atlantic.....	432	1	2	1	2,925	3,361
Pacific.....	20	7	0	3	963	993
Total.....	954	64	19	16	15,645	16,698

Table 12.—Number of State and County Extension Service Professional Personnel by Region and Ethnic Group, as of November 1971 and November 1972

Region and State	Negro		Spanish surname		American Indian		Oriental		White and other	
	1971	1972	1971	1972	1971	1972	1971	1972	1971	1972
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
New England										
Maine.....	0	0	0	0	0	0	0	0	110	114
New Hampshire.....	0	0	0	0	0	0	0	0	66	80
Vermont.....	0	0	0	0	0	0	0	0	95	96
Massachusetts.....	4	3	0	0	0	0	0	0	183	182
Rhode Island.....	0	4	0	0	0	0	0	0	47	54
Connecticut.....	7	7	0	0	0	0	0	0	96	91
Total.....	11	14	0	0	0	0	0	0	597	617
Middle Atlantic										
New York.....	5	15	0	4	0	0	0	0	642	775
New Jersey.....	10	11	0	0	0	0	0	0	155	153
Pennsylvania.....	2	2	0	0	0	0	0	0	408	408
Total.....	17	28	0	4	0	0	0	0	1,205	1,336
East North Central										
Ohio.....	3	2	0	0	0	0	2	2	471	457
Indiana.....	3	7	0	0	0	0	0	0	484	501
Illinois.....	1	1	0	0	0	0	0	0	561	550
Michigan.....	5	9	2	1	0	0	0	0	432	467
Wisconsin.....	6	7	0	1	1	1	0	0	554	560
Total.....	18	26	2	2	1	1	2	2	2,502	2,535

Table 12.—Number of State and County Extension Service Professional Personnel by Region and Ethnic Group, as of November 1971 and November 1972—Continued

Region and State	Negro		Spanish surname		American Indian		Oriental		White and other	
	1971	1972	1971	1972	1971	1972	1971	1972	1971	1972
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
East South Central										
Kentucky.....	10	14	0	0	0	0	1	3	492	503
Tennessee.....	27	38	0	0	0	0	0	0	465	465
Alabama.....	82	93	0	0	0	0	0	0	426	409
Mississippi.....	68	66	0	0	0	0	0	0	404	415
Total.....	187	211	0	0	0	0	1	3	1,787	1,792
West South Central										
Arkansas.....	32	36	0	0	0	0	0	0	339	325
Louisiana.....	45	48	0	0	0	0	0	0	378	375
Oklahoma.....	6	16	1	1	1	8	0	0	343	331
Texas.....	91	93	17	16	0	0	1	1	831	869
Total.....	174	193	18	17	1	8	1	1	1,891	1,900
Mountain										
Montana.....	0	0	0	0	1	2	0	0	149	155
Idaho.....	2	2	0	0	0	0	0	0	158	162
Wyoming.....	0	0	0	0	0	0	0	0	100	103
Colorado.....	3	4	2	2	0	0	2	2	222	207
New Mexico.....	3	2	29	29	0	0	1	0	111	110
Arizona.....	2	3	2	2	2	2	0	0	132	128
Utah.....	0	0	0	0	1	1	0	0	110	111
Nevada.....	0	0	0	0	0	0	0	0	78	80
Total.....	10	11	33	33	4	5	3	2	1,060	1,056
West North Central										
Minnesota.....	0	1	0	0	0	0	0	0	422	423
Iowa.....	2	3	0	0	0	0	2	2	405	409
Missouri.....	2	10	0	0	0	0	0	0	583	586
North Dakota.....	0	0	0	0	1	0	0	0	157	154
South Dakota.....	0	0	0	0	3	3	0	0	193	190
Nebraska.....	1	1	0	0	0	0	2	2	295	318
Kansas.....	3	4	0	0	0	0	0	0	446	441
Total.....	8	19	0	0	4	3	4	4	2,501	2,521
South Atlantic										
Delaware.....	3	5	0	0	0	0	0	0	39	40
Maryland.....	16	23	0	0	0	0	1	1	225	224
Virginia.....	78	91	0	0	0	0	0	0	519	513
West Virginia.....	10	10	0	0	0	0	0	0	204	215
North Carolina.....	116	125	1	1	2	2	0	0	693	704
South Carolina.....	74	102	0	0	0	0	0	0	299	302
Georgia.....	53	55	0	0	0	0	0	0	557	572
Florida.....	18	21	0	0	0	0	0	0	358	355
Total.....	368	432	1	1	2	2	1	1	2,894	2,925
Pacific										
Washington.....	3	2	1	2	0	0	0	0	225	230
Oregon.....	5	5	0	0	0	0	0	0	296	292
California.....	13	13	5	5	0	0	3	3	475	441
Total.....	21	20	6	7	0	0	3	3	996	963
Grand total.....	814	954	60	64	12	19	15	16	15,433	15,645

FARMER COOPERATIVE SERVICE

The Farmer Cooperative Service (FCS) at headquarters in Washington, D.C., has a staff of 86 persons. The agency provides technical assistance and conducts industry-oriented cooperative research. Objectives of FCS are to assist in the development of cooperatives and to improve their organization, management, and operation. FCS publishes research results and educational materials and issues a periodical entitled "News For Farmer Cooperatives."

Requests for assistance are received by mail, by telephone and through office conferences. Requests come from cooperative groups with diverse interests such as growing and marketing grain, catfish, vegetables, and feeder pigs; making and marketing crafts; and providing transportation services.

Many requests from minority groups are inquiries regarding the availability of grant and loan funds. FCS has no grant or loan authority. Because of the dearth of these funds, many groups never pursue their interest beyond the initial contact.

The eligible population for FCS assistance is all cooperatives that request assistance. The amount of assistance given in response to these requests is, among other things, a function of the complexity of the problem and the stage of development of the cooperative. Cooperatives are often referred by FCS to other Federal agencies or to State and local agencies for assistance. Targets have not been quantified for the delivery of services to minority groups.

Table 13.—Disposition of Requests for FCS Assistance, by Ethnic Group Comprising a Majority of Total Co-op Membership, 1972

Ethnic group ¹	Requests for FCS assistance ²	Referral to State or local agency	Referral to another Federal agency	Assisted by FCS		
				Requests	Man-months ³	
	No.	No.	No.	No.	No.	Pct.
White.....	577	145	45	387	169.8	87
Negro.....	83	24	8	51	11.7	6
Spanish surname.....	16	3	0	13	3.0	1
Oriental.....	1	0	0	1	0.8	4
American Indian.....	43	6	15	22	11.0	6
Total.....	720	178	68	474	196.3	100

¹Ethnic group representing more than 50 percent of total membership.

²Requests from minority groups were 19.9 percent of total requests.

³One man-month equals 25 days. Time devoted to minority groups amounted to 13.5 percent of total technical professional staff time.

⁴Less than 0.5 percent.

FARMERS HOME ADMINISTRATION

The Farmers Home Administration (FHA) administers credit programs through 1,700 county offices in the 50 States, the Virgin Islands, and Puerto Rico. Farmers and rural residents who are unable to obtain credit on reasonable terms from commercial sources but who are able to repay FHA loans are the borrowers served.

The major FHA loans are rural housing, farm ownership, and farm operating. Data on the number eligible for rural housing loans are not available. For both operating and ownership loans, number of farm operating units by race (reported by the Soil Conservation Service) provide the most recent and accurate data.

Targets for FHA loans have been set for each State to reflect the percentage of the population that is in the minority.

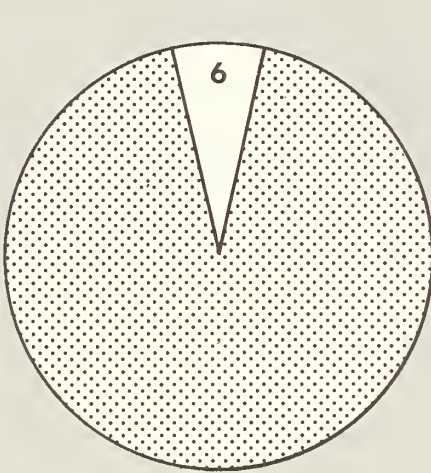
Highlights of FHA Loans in 1972

Ethnic group	Number of States	Type of loan					
		Farm ownership		Operating		Rural housing	
	No.	No.	Pct.	No.	Pct.	No.	Pct.
Negro	16	324	6	4,438	20	21,584	33
Spanish surname	5	50	6	406	9	3,695	32
American Indian	10	36	1	278	2	317	2
Oriental	6	8	1	50	2	59	(¹)

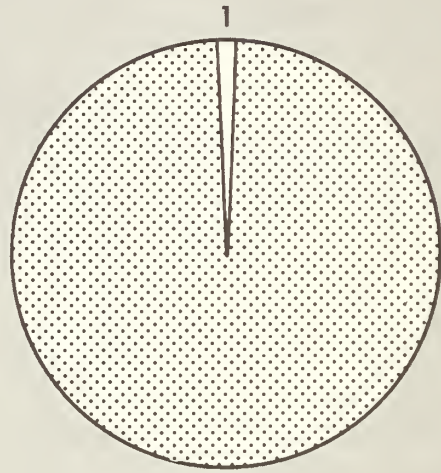
¹Less than 0.5 percent.

FIGURE 2

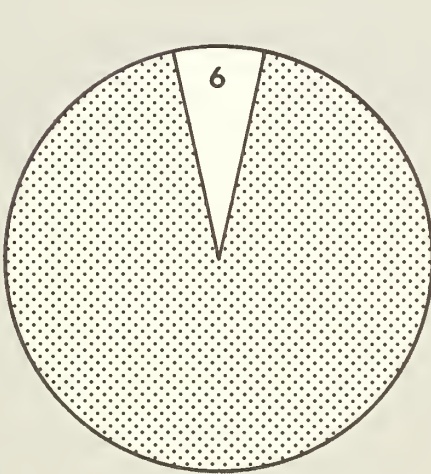
**FHA FARM OWNERSHIP LOANS TO RACIAL/
ETHNIC GROUP MEMBERS IN SELECTED
STATES AS A PERCENTAGE OF ALL FARM
OWNERSHIP LOANS OBLIGATED IN 1972**



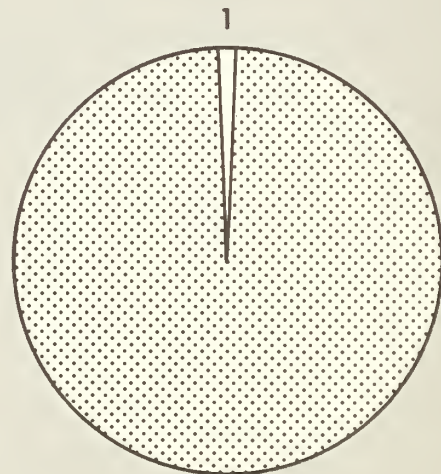
Negro
(16 States)



American Indian
(14 States)



Spanish surname
(5 States)



Oriental
(6 States)

Table 14.—Number and Percentage of FHA Loans to Negroes in 1971 and 1972

State	Eligible for ¹ ownership and operating loans	Farm ownership				Operating				Rural housing ²			
		1971		1972		1971		1972		1971		1972	
		No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.
Alabama.....	11	20	6	27	5	574	34	458	29	2,172	38	2,101	41
Arkansas.....	5	24	4	27	4	360	20	338	20	1,193	20	1,038	19
Delaware.....	2	1	7	0	0	1	2	1	2	87	27	110	26
Florida.....	5	18	12	14	9	180	35	132	26	590	32	604	32
Georgia.....	7	17	7	23	7	344	23	287	21	2,098	40	2,399	48
Kentucky.....	1	3	1	3	1	36	3	29	2	203	6	172	5
Louisiana.....	14	13	8	12	6	347	30	243	21	634	40	616	39
Maryland.....	3	5	14	1	2	38	17	33	16	261	26	239	26
Mississippi.....	21	72	14	73	13	799	41	648	29	2,631	44	3,020	49
North Carolina.....	9	31	10	60	12	932	33	1,041	31	3,088	42	2,776	44
Oklahoma.....	2	15	2	9	1	68	6	86	5	147	4	126	4
South Carolina.....	20	33	17	32	13	595	52	673	51	4,193	58	3,739	58
Tennessee.....	4	14	4	14	3	200	17	175	16	633	16	861	17
Texas.....	3	6	1	6	1	126	4	129	4	1,430	20	1,177	21
Virginia.....	11	18	10	23	14	223	31	163	25	1,390	38	2,556	43
West Virginia.....	(*)	0	0	0	0	6	1	2	(*)	29	1	50	2
Total.....	7	290	6	324	6	4,829	23	4,438	20	20,779	32	21,584	33

¹Negro operating unit as a percentage of all operating units; data from Soil Conservation Service for 1971 and 1972.

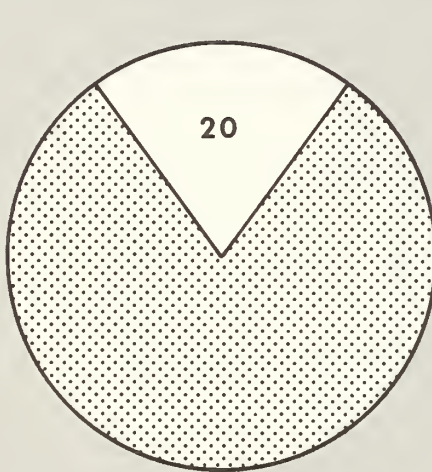
²No eligibility data available.

³4 percent in 1971.

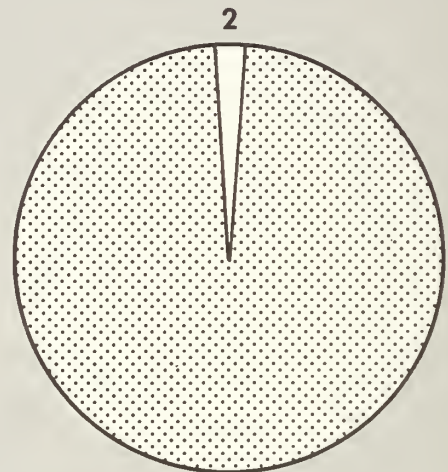
⁴Less than 0.5 percent.

FIGURE 3

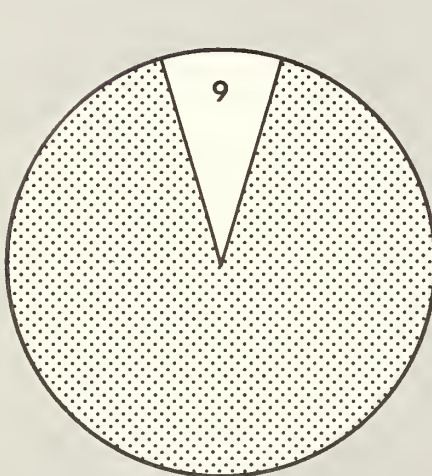
**FHA FARM OPERATING LOANS TO RACIAL/
ETHNIC GROUP MEMBERS IN SELECTED
STATES AS A PERCENTAGE OF ALL FARM
OPERATING LOANS OBLIGATED IN 1972**



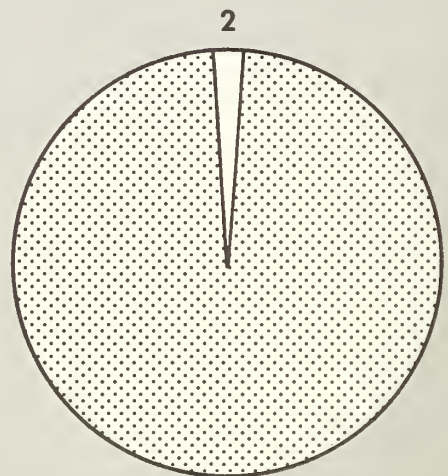
Negro
(16 States)



American Indian
(14 States)



Spanish surname
(5 States)



Oriental
(6 States)

Table 14a.—Number and Percentage of FHA Loans to Persons with Spanish Surnames in 1971 and 1972

State	Eligible for ¹ ownership and operating loans	Farm ownership		Operating		Rural housing ²	
		1971	1972	1971	1972	1971	1972
	Pct.	No.	Pct.	No.	Pct.	No.	Pct.
Arizona.....	3	8	9	2	3	7	5
California.....	1	2	3	2	3	9	3
Colorado.....	2	13	8	11	7	56	10
New Mexico.....	28	17	18	31	30	136	31
Texas.....	2	12	2	14	2	216	7
Total.....	3	52	5	50	6	424	9

¹Spanish surname operating units as a percentage of all operating units; data from Soil Conservation Service for 1971 and 1972.²No eligibility data available.

Table 14b.—Number and Percentage of FHA Loans to American Indians in 1971 and 1972

State	Eligible for ¹ ownership and operating loans	Farm ownership		Operating		Rural housing ²	
		1971	1972	1971	1972	1971	1972
	Pct.	No.	Pct.	No.	Pct.	No.	Pct.
Arizona.....	2	1	1	3	(³)	37	26
California.....	(³)	0	0	0	0	2	1
Minnesota.....	(³)	0	0	1	(³)	0	0
Montana.....	2	12	10	13	8	65	10
New Mexico.....	3	0	0	0	0	40	9
North Carolina.....	1	4	1	0	0	37	1
North Dakota.....	(³)	4	1	6	1	29	3
Oklahoma.....	1	5	1	4	(³)	12	1
South Dakota.....	1	3	1	10	2	21	2
Washington.....	2	0	0	0	0	3	1
Total.....	(³)	29	1	36	1	246	2

¹ American Indian operating units as a percentage of all operating units; data from soil conservation service for 1971 and 1972.² No eligibility data available.³ Less than 0.5 percent.

Table 14c.—Number and Percentage of FHA Loans to Orientals in 1971 and 1972

State	Eligible ¹ for ownership and operating loans	Farm ownership				Operating				Rural housing ²			
		1971		1972		1971		1972		1971		1972	
		Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.
California.....	1	9	3	1	1	7	23	7	17	1	34	1	1
Colorado.....	(³)	4	1	2	1	2	9	2	2	(³)	1	(³)	(³)
Idaho.....	(³)	5	(³)	1	(³)	10	7	1	11	1	11	1	1
Oregon.....	(³)	3	1	1	1	6	2	4	4	1	4	1	1
Utah.....	(³)	2	1	2	1	4	3	1	5	1	2	(³)	(³)
Washington.....	(³)	1	(³)	1	(³)	4	4	1	16	1	7	(³)	(³)
Total.....	1	24	1	8	1	55	50	2	55	1	59	(³)	(³)

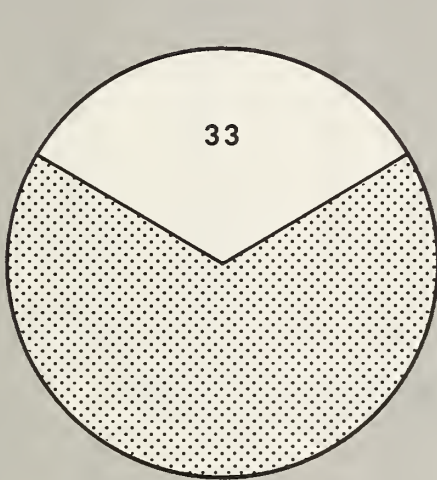
¹⁰Oriental operating units as a percentage of all operating units; data from Soil Conservation Service for 1971 and 1972.

²No eligibility data available.

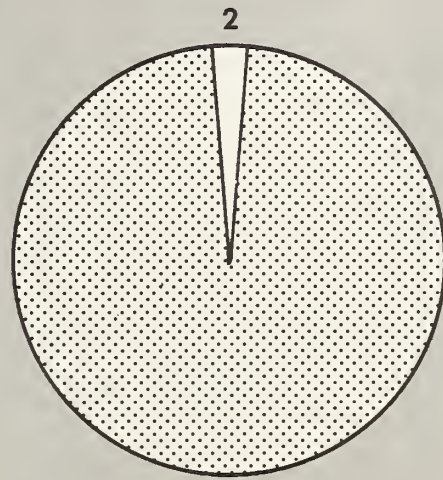
³Less than 0.5 percent.

FIGURE 4

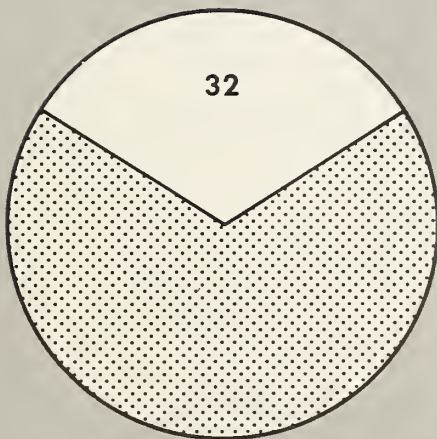
**FHA RURAL HOUSING LOANS TO RACIAL/
ETHNIC GROUP MEMBERS IN SELECTED
STATES AS A PERCENTAGE OF ALL RURAL
HOUSING LOANS OBLIGATED IN 1972**



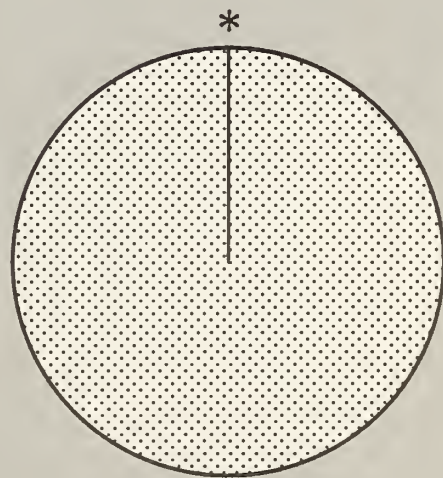
Negro
(16 States)



American Indian
(14 States)



Spanish surname
(5 States)



Oriental
(6 States)

* Less than 0.5 percent

Farmers Home Administration Employment

The Farmers Home Administration employs State and County supervisory and clerical personnel who manage the loan operations of the Agency on State and local levels. Data shown are for December 1971 and December 1972.

Highlights of State and County FHA Professional Personnel, 1972

Region	Negro	Spanish surname	American Indian	Oriental	White and other	Total
	No.	No.	No.	No.	No.	No.
New England.....	2	0	0	0	279	281
Middle Atlantic.....	6	0	0	0	312	318
East North Central.....	13	0	2	0	643	658
East South Central.....	65	0	0	0	1,031	1,096
West South Central.....	66	28	7	0	1,139	1,240
Mountain.....	7	40	6	1	577	631
West North Central.....	17	1	7	0	1,239	1,264
South Atlantic.....	106	0	3	0	1,131	1,240
Pacific.....	3	8	2	14	301	328
Total.....	285	77	27	15	6,652	7,056

Change in FHA Professional Personnel, 1971 to 1972

<i>Ethnic group</i>	1971	1972	<i>Change</i>
	No.	No.	No.
Negro.....	278	285	+ 7
Spanish surname.....	67	77	+10
American Indian.....	28	27	- 1
Oriental.....	18	15	- 3
White and Other.....	6,668	6,652	-16
Total.....	7,059	7,056	- 3

Table 15.—Number of State and County FHA Professional Personnel by Region and Ethnic Group, as of December 1971 and December 1972

Region and State	Negro		Spanish surname		American Indian		Oriental		White and other	
	1971	1972	1971	1972	1971	1972	1971	1972	1971	1972
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
New England										
Maine.....	1	1	0	0	0	0	1	0	134	138
New Hampshire.....	0	0	0	0	0	0	0	0	0	0
Vermont.....	1	1	0	0	0	0	0	0	93	141
Massachusetts.....	0	0	0	0	0	0	0	0	0	0
Rhode Island.....	0	0	0	0	0	0	0	0	0	0
Connecticut.....	0	0	0	0	0	0	0	0	0	0
Total.....	2	2	0	0	0	0	1	0	227	279
Middle Atlantic										
New York.....	4	4	0	0	0	0	0	0	151	182
New Jersey ¹	10	0	0	0	0	0	0	0	106	0
Pennsylvania.....	2	2	0	0	0	0	0	0	98	130
Total.....	16	6	0	0	0	0	0	0	355	312
East North Central										
Ohio.....	3	2	0	0	0	0	0	0	100	97
Indiana.....	4	4	0	0	0	0	0	0	116	112
Illinois.....	1	1	0	0	0	0	0	0	166	156
Michigan.....	4	3	0	0	0	0	0	0	106	111
Wisconsin.....	4	3	0	0	2	2	0	0	182	167
Total.....	16	13	0	0	2	2	0	0	670	643
East South Central										
Kentucky.....	5	6	0	0	0	0	0	0	213	201
Tennessee.....	20	20	0	0	0	0	0	0	230	204
Alabama.....	8	8	0	0	0	0	0	0	260	246
Mississippi.....	30	31	0	0	0	0	0	0	400	380
Total.....	63	65	0	0	0	0	0	0	1,103	1,031
West South Central										
Arkansas.....	34	34	0	0	0	0	0	0	290	275
Louisiana.....	13	13	0	0	0	0	0	0	174	160
Oklahoma.....	6	5	0	0	6	6	0	0	213	222
Texas.....	14	14	25	28	0	1	0	0	462	448
Total.....	67	66	25	28	6	7	0	0	1,139	1,105

¹Office transferred from New Jersey to Delaware, 1972.

Table 15.—Number of State and County FHA Professional Personnel by Region and Ethnic Group, as of December 1971 and December 1972—Continued

Region and State	Negro		Spanish surname		American Indian		Oriental		White and other	
	1971	1972	1971	1972	1971	1972	1971	1972	1971	1972
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Mountain										
Montana.....	0	0	1	1	2	1	0	0	85	81
Idaho.....	1	1	2	2	1	1	1	1	122	115
Wyoming.....	1	1	0	0	1	1	0	0	60	57
Colorado.....	1	2	6	8	0	0	0	0	95	91
New Mexico.....	1	1	21	20	0	0	0	0	66	66
Arizona.....	1	2	5	8	3	3	0	0	73	81
Utah.....	0	0	1	1	0	0	0	0	76	74
Nevada.....	0	0	0	0	0	0	0	0	0	0
Total.....	5	7	36	40	7	6	1	1	577	565
West North Central										
Minnesota.....	1	1	1	1	0	0	0	0	185	204
Iowa.....	4	4	0	0	1	1	0	0	184	188
Missouri.....	7	6	0	0	0	0	0	0	286	273
North Dakota.....	0	0	0	0	4	3	0	0	158	156
South Dakota.....	0	0	0	0	0	1	0	0	153	154
Nebraska.....	4	3	0	0	2	2	1	0	136	131
Kansas.....	3	3	0	0	0	0	0	0	137	137
Total.....	19	17	1	1	7	7	1	0	1,239	1,243
South Atlantic										
Delaware.....	0	13	0	0	0	0	0	0	0	118
Maryland.....	0	0	0	0	0	0	0	0	0	0
Virginia.....	17	23	0	0	0	0	0	0	120	126
West Virginia.....	3	2	0	0	0	0	0	0	117	116
North Carolina.....	19	20	0	0	2	3	0	0	320	304
South Carolina.....	20	20	0	0	0	0	0	0	180	174
Georgia.....	17	17	0	0	0	0	0	0	208	193
Florida.....	11	11	0	0	0	0	0	0	112	100
Total.....	87	106	0	0	2	3	0	0	1,057	1,131
Pacific										
Washington.....	1	1	0	0	1	1	1	1	105	98
Oregon.....	0	0	1	0	2	1	0	0	89	88
California.....	2	2	4	8	1	0	14	13	107	96
Total.....	3	3	5	8	4	2	15	14	301	282
Grand Total.....	278	285	67	77	28	27	18	15	6,668	6,591

FEDERAL CROP INSURANCE CORPORATION

The Federal Crop Insurance Corporation (FCIC), an agency of USDA, provides all-risk insurance protection against crop loss from unavoidable causes such as insect and wildlife damage, plant diseases, fire, drought, flood, wind, and other weather conditions.

FCIC programs are developed and managed from the Washington headquarters office, and field operations are directed from 14 center locations. At the county level, contracts are sold and serviced by private agents under contract to FCIC and by employees hired on a permanent, part-time, or when actually employed basis. At the time of a contact, a full explanation of the program is made to a farmer by the FCIC representative.

Eligible participants in FCIC programs are farmers growing an insurable crop in a covered area. The insurance is voluntary (paid for by the farmer), and continues from year to year unless the farmer or the Corporation cancels. Annual premiums are utilized to cover indemnities paid to policyholders and build a reasonable reserve. Currently FCIC insures 23 crops and covers 1,432 counties in 39 continental States. In 1972 an average of two kinds of crops were insured in each county.

Special tabulations from the census of agriculture were used to enable FCIC to compare contacts made against potential purchasers of insurance. The census data are for 1969 while FCIC contact data are for 1972. Hence, changes (such as farm population loss) reflected in FCIC data would not be reflected in the census data. Also, a large number of unknowns reported in FCIC data weakens the validity of the ethnic distributions. Multiple reporting of the same operators growing two or more insurable crops in a county was also a problem. No correction was made in the eligible category for operators uninsurable because of financial or actuarial deficiencies.

Targets for the delivery of program benefits to minorities will be quantified for fiscal year 1974 by FCIC with the use of census of agriculture and other available data.

Table 16.—Number of Insured Crops Grown on Farms Operated by Minorities, Whites, and Others in Specified States, 1972

State	Number of Counties ¹	Number of insured crops ² grown on farms operated by—		
		Minorities	Whites	Persons whose ethnic identity is unknown ³
	No.	No.	No.	No.
Alabama	32	220	3,018	1,585
Arkansas	24	315	774	573
Delaware	3	10	523	82
Florida ⁴	6	79	1,830	144
Georgia	40	253	2,521	690
Kentucky	65	431	13,770	3,149
Louisiana	33	273	857	353
Maryland	4	0	2	626
Mississippi	29	270	760	331
North Carolina	73	4,006	23,598	1,502
Oklahoma	38	25	3,281	812
South Carolina	30	1,161	3,335	702
Tennessee	57	909	12,329	3,138
Texas	73	230	7,503	1,878
Virginia	26	1,195	6,628	1,360
West Virginia ⁵				

¹Includes only those counties with FCIC Programs.

²FCIC data are based on number of insured crops, not number of farms. For example, three different crops (insured by FCIC) that are grown on one farm are reported as three insured crops.

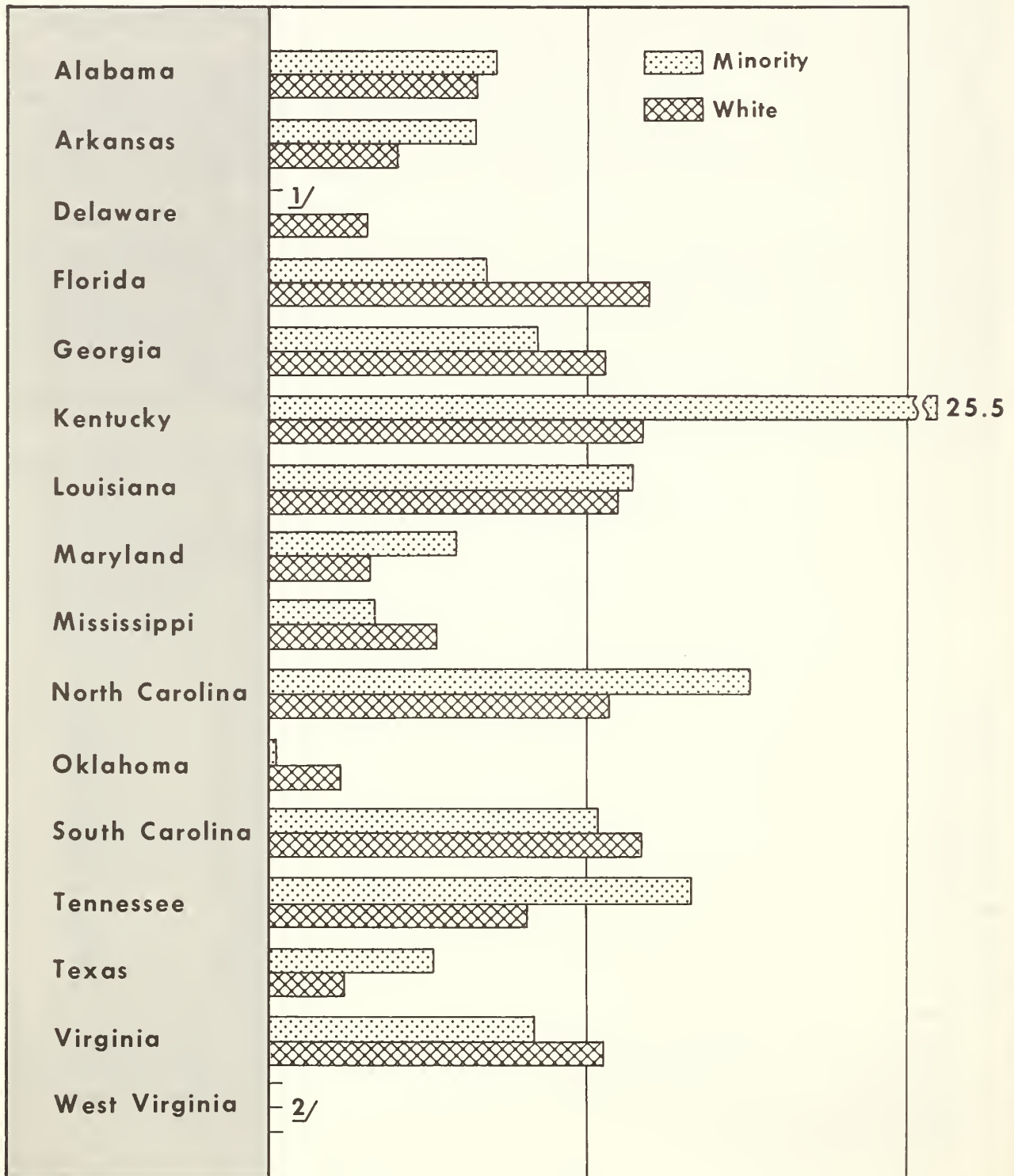
³Ethnic identity unknown because this category includes those who requested FCIC assistance by telephone or those who continued contracts by mail.

⁴Includes only row crops. Citrus was omitted.

⁵No program coverage in 1972

FIGURE 5

PERCENTAGE OF ELIGIBLE FARMS CONTACTED FOR FCIC INSURANCE IN 1972



1/ Zero Percent

2/ No Coverage in 1972

Table 17.—Number of Farms Eligible for Crop Insurance and Percentage of Operators Contacted for Insurance in Specified States, 1972

State	Number of counties ¹	Farms eligible for crop insurance ²		Eligible operators contacted ³	
		Farms operated by minorities	Farms operated by whites	Minority	White
	No.	No.	No.	Pct.	Pct.
Alabama.....	32	2,373	22,365	7.2	6.6
Arkansas.....	21	2,756	14,458	6.5	4.1
Delaware.....	3	69	3,060	0.0	3.1
Florida ⁴	6	578	2,044	6.9	12.0
Georgia.....	38	1,511	13,504	8.6	10.6
Kentucky.....	52	919	47,552	25.5	11.8
Louisiana.....	27	2,595	11,756	11.5	11.0
Maryland.....	4	51	2,222	5.9	2.7
Mississippi.....	29	5,428	15,964	3.4	5.4
North Carolina.....	61	8,230	34,786	15.1	10.7
Oklahoma.....	28	289	21,298	0.3	2.3
South Carolina.....	30	5,979	12,717	10.4	11.8
Tennessee.....	46	3,145	49,226	13.3	8.2
Texas.....	38	674	29,601	5.2	2.4
Virginia.....	18	2,395	4,795	8.4	10.6
West Virginia ⁵					

¹Includes only those counties that have minority and white farms growing covered crops in excess of those with FCIC coverage.

²Eligibility was determined by reducing the number of farms or number of farms reporting eligible crops, whichever was smaller, by the number of insured crops.

³Total number of contacts as a percentage of those eligible.

⁴Includes only row crops. Citrus was omitted.

⁵No program coverage in 1972.

FOOD AND NUTRITION SERVICE PROGRAMS

The Food and Nutrition Service (FNS) administers the National School Lunch, the Food Stamp, and Food Distribution programs. FNS has employees at five regional offices and more than 200 field locations. Data on ethnic composition of State and county employees are not available.

Children eligible for the National School Lunch Program are those from families with incomes low enough to qualify them for reduced price or free lunches. Such data must be generated at each school.

Persons eligible for the Food Stamp and Food Distribution programs are those whose income qualifies them to participate. An approximate indication of eligibles can be obtained from census data on persons with income below the poverty level. Data are not available on American Indian and Oriental persons below the poverty level; therefore, the number of these persons as percentage of total population was used as an eligible group.

Highlights of Food Stamp and Food Distribution Programs, 1972

Region	Total participants	Ethnic group				
		Negro	Spanish surname	American Indian	Oriental	White
	No.	Pct.	Pct.	Pct.	Pct.	Pct.
Northeast.....	3,540,373	26.4	2.3	0.1	0.1	65.5
Southeast.....	3,190,581	58.7	1.1	0.3	(¹)	39.7
Midwest.....	2,534,473	37.7	1.5	2.1	0.1	57.9
Southwest.....	1,999,676	41.2	23.2	2.7	(¹)	32.7
Western.....	2,478,618	6.2	13.7	3.2	0.4	75.0
U.S. Total.....	13,743,121	34.5	7.0	1.4	0.1	55.1

¹Less than 0.05 percent.

Table 18.—Number and Percentage of Negroes With Incomes Below the Poverty Level and Number Participating in FNS Food Stamp and Food Distribution Programs, 1972

State ¹	Negroes with incomes below the poverty level	Negroes as percentage of total population below poverty level	Negro participants in FNS food programs	
	No.	Pct.	No.	Pct.
Alabama.....	467,196	54.5	285,026	65.0
Arkansas.....	206,779	39.5	109,810	54.9
Georgia.....	515,990	55.8	263,961	67.0
Louisiana.....	565,552	60.6	353,434	73.2
Maryland.....	166,772	43.1	167,321	75.0
Mississippi.....	520,746	67.9	308,674	79.7
North Carolina.....	483,911	48.6	195,907	65.7
South Carolina.....	382,301	64.2	270,859	77.6
Tennessee.....	262,362	31.4	134,972	39.9
Virginia.....	292,038	42.3	119,919	52.7
Total.....	2,831,667	37.7	2,209,883	66.2

¹States with Negro population of 16 percent or more of total population in 1970.

Table 18a.—Number and Percentage of Spanish Surname With Incomes Below the Poverty Level and Number Participating in FNS Food Stamp and Food Distribution Programs, 1972

State ¹	Spanish surname with incomes below the poverty level	Spanish surname as percentage of total population below poverty level	Spanish surname participants in FNS food programs	
	No.	Pct.	No.	Pct.
Arizona.....	77,075	29.1	22,966	23.5
California.....	498,677	23.2	282,697	16.5
Colorado.....	68,548	26.0	52,366	43.3
Connecticut.....	13,959	6.5	19,248	14.0
Florida.....	68,920	6.3	34,957	8.7
Idaho.....	5,735	6.3	4,861	13.9
Illinois.....	52,298	4.7	3,761	0.5
Nevada.....	2,608	5.9	917	6.0
New Mexico.....	131,435	57.9	103,120	62.9
New York.....	293,608	14.8	(²)	(²)
Texas.....	731,368	35.7	299,029	41.4
Utah.....	7,764	6.6	6,493	14.3
Washington.....	14,254	4.2	10,274	3.5
Wyoming.....	4,228	11.2	3,068	21.9
Total.....	1,970,477	19.7	843,757	14.7

¹States with Spanish surname populations of 2.0 percent or more of total population in 1970.

²No Spanish surname participants reported.

Table 18b.—Number and Percentage of Eligible American Indians and American Indians Participating in the Food Stamp and Food Distribution Programs, 1972

State ¹	American Indian population ²	American Indians as percentage of total population	American Indian participants in FNS food programs	
	No.	Pct.	No.	Pct.
Arizona.....	95,812	5.4	26,083	26.7
California.....	91,018	0.5	13,547	0.8
Minnesota.....	23,128	0.6	7,131	3.8
Montana.....	27,130	3.9	15,163	33.2
New Mexico.....	72,788	7.2	29,380	17.9
New York.....	28,355	0.2	1,322	0.1
North Carolina.....	44,406	0.9	6,426	2.1
Oklahoma.....	98,468	3.8	22,883	9.5
South Dakota.....	32,365	4.9	21,020	41.4
Washington.....	33,386	1.0	9,456	3.3
Total.....	546,856	1.0	152,411	3.5

¹States with American Indian population of 0.5 percent or more of total population in 1970.

²Data not available on American Indians with income below poverty level.

Table 18c.—Number and Percentage of Eligible Orientals and Orientals Participating in Food Stamp and Food Distribution Programs, 1972

State ¹	Orientals ²	Orientals as percentage of total population	Oriental participants in FNS food programs	
	No.	Pct.	No.	Pct.
California.....	522,270	2.6	6,714	0.4
Colorado.....	10,388	0.5	232	0.2
Nevada.....	2,859	0.6	30	0.2
New York.....	116,008	0.6	0	0
Oregon.....	13,290	0.6	347	0.2
Utah.....	6,386	0.6	140	0.3
Washington.....	40,998	1.2	1,229	0.4
Total.....	712,199	1.5	8,692	0.2

¹States with Oriental populations of 0.5 percent or more of total population.

²Data not available on Oriental persons with income below poverty level.

Table 19.—Number of Participants Submitting Acceptable Reports on the Food Stamp and Food Distribution Programs, and Percentage Distribution of Participants by Ethnic Classification, 1972

Region and State	Participants submitting acceptable reports on—		Total Participants	Ethnic classification of participants					
	Food Stamp Program	Food Distribution Program		Negro	Spanish surname	American Indian	Oriental	White	All other
	Number			Percent					
Northeast Region									
Connecticut.....	137,145	0	137,145	23.9	14.0	0.0	0.0	61.0	1.1
Delaware.....	0	26,561	26,561	15.0	0.0	0.2	0.0	84.6	0.2
Maine.....	12,739	94,143	106,882	0.1	(3)	1.0	(3)	98.8	0.1
Maryland.....	222,988	0	222,988	75.0	0.0	0.0	0.0	25.0	0.0
Massachusetts.....	24,770	257,570	282,340	18.4	6.4	0.1	0.1	75.0	(3)
New Hampshire.....	0	27,848	27,848	0.3	0.2	(3)	0.1	99.4	0.0
New Jersey.....	326,429	0	326,429	35.7	12.7	0.1	0.1	50.9	0.5
New York.....	1,269,866	0	1,269,866	18.5	0.0	0.1	0.0	66.2	15.2
Pennsylvania.....	649,773	11,296	661,069	31.1	0.1	0.0	(3)	68.6	0.2
Rhode Island.....	71,294	0	71,294	22.7	0.0	0.0	0	77.3	0.0
Vermont.....	33,883	0	33,883	0.1	0.1	(3)	(3)	99.8	0.0
West Virginia.....	257,955	0	257,955	1.5	0.0	(3)	(3)	98.5	(3)
Total.....	3,006,842	417,418	3,424,260	24.3	2.3	0.1	(3)*	67.5	5.8
Southeast Region									
Alabama.....	200,382	238,259	438,641	65.0	(3)	0.1	(3)	34.6	0.3
Florida.....	171,579	230,134	401,713	59.8	8.7	0.1	(3)	31.3	0.1
Georgia.....	258,072	135,685	393,757	67.0	0.1	(3)	(3)	32.1	0.8
Kentucky.....	302,012	53,606	355,618	14.6	(3)	(3)	(3)	85.2	0.2
Mississippi.....	303,394	83,929	387,323	79.7	(3)	0.4	(3)	19.9	(3)
North Carolina.....	178,964	119,361	298,325	65.7	0.1	2.1	(3)	31.9	0.2
South Carolina.....	349,064	0	349,064	77.6	(3)	0.1	(3)	22.3	(3)
Tennessee.....	314,832	23,673	338,505	39.9	(3)	(3)	(3)	60.1	(3)
Virginia.....	169,995	57,640	227,635	52.7	(3)	0.1	0.1	47.0	0.1
Total.....	2,248,294	942,287	3,190,581	58.7	1.1	0.3	(3)	39.7	0.2
Midwest									
Illinois.....	724,018	0	724,018	62.6	0.5	0.2	(3)	35.9	0.8
Indiana.....	180,209	64,591	244,800	32.3	2.9	0.1	(3)	64.6	0.1
Iowa.....	117,298	0	117,298	7.9	1.1	0.5	0.1	90.2	0.2
Michigan.....	578,492	31,473	609,965	37.5	3.0	0.7	0.1	57.5	1.2
Minnesota.....	168,517	17,484	186,001	3.3	0.6	3.8	0.2	92.0	0.1
Missouri.....	155,855	191,358	347,213	37.7	0.4	(3)	0.1	61.8	(3)
Nebraska.....	52,301	1,268	53,569	17.5	3.8	3.8	(3)	74.5	0.4
North Dakota.....	20,845	14,966	35,811	0.1	0.3	27.5	0.1	72.0	(3)
Ohio ¹									
South Dakota.....	31,296	19,532	50,828	0.1	0.3	41.4	(3)	58.1	0.1
Wisconsin.....	103,561	61,409	164,970	24.1	1.7	4.0	(3)	68.5	1.7
Total.....	2,132,392	402,081	2,534,473	37.7	1.5	2.1	0.1	57.9	0.7

Note: See footnotes at end of table.

Table 19.—Number of Participants Submitting Acceptable Reports on the Food Stamp and Food Distribution Programs, and Percentage Distribution of Participants by Ethnic Classification, 1972—Continued

Region and State	Participants submitting acceptable reports on—		Total Participants	Ethnic classification of participants					
	Food Stamp Program	Food Distribution Program		Negro	Spanish sur-name	American Indian	Oriental	White	All other
	No.	No.	No.	Pct.	Pct.	Pct.	Pct.	Pct.	Pct.
Southwest									
Arkansas.....	198,507	1,656	200,163	54.9	0.2	(³)	(³)	44.8	0.1
Colorado.....	120,840	0	120,840	8.5	43.3	0.4	0.2	47.5	0.1
Kansas.....	24,642	43,035	67,677	32.7	3.4	0.6	0.2	63.0	0.1
Louisiana.....	447,677	35,487	483,164	73.2	0.7	(³)	0.1	25.6	0.4
New Mexico ²	134,639	29,304	163,943	3.1	62.9	17.9	(³)	15.9	0.2
Oklahoma.....	0	241,752	241,752	21.7	1.3	9.5	(³)	67.5	(³)
Texas.....	284,561	436,976	721,537	37.6	41.4	0.1	(³)	20.8	0.1
Total.....	1,210,866	788,210	1,999,076	41.2	23.2	2.7	(³)	32.7	0.2
Western									
Arizona ²	15,080	82,656	97,736	13.7	23.5	26.7	0.2	35.8	0.1
California.....	1,411,074	303,563	1,714,637	5.9	16.5	0.8	0.4	75.9	0.6
Idaho.....	14,628	20,351	34,979	0.4	13.9	2.7	0.0	81.1	1.9
Montana.....	30,298	15,332	45,630	0.2	2.1	33.2	(³)	63.8	0.7
Nevada.....	0	15,259	15,259	35.5	6.0	9.7	0.2	47.7	0.9
Oregon.....	112,125	53,814	165,939	5.7	3.9	1.2	0.2	87.3	1.7
Utah.....	45,571	0	45,571	1.7	14.3	3.0	0.3	80.4	0.3
Washington.....	272,364	18,814	291,178	7.3	3.5	3.3	0.4	85.1	0.4
Wyoming.....	12,030	2,006	14,036	2.0	21.9	15.1	0.1	60.8	0.1
Total.....	1,913,170	511,795	2,424,965	6.3	14.0	3.0	0.4	75.8	0.6
U.S. total.....	10,511,564	3,061,791	13,573,355	34.2	7.0	1.4	0.1	55.5	1.8

¹No report received.

²Includes 13,506 Navajo Nation Indians.

³Less than 0.05 percent.

National School Lunch Program

Data on participation in the school lunch program were obtained for the first time from a statistical sample of various regions.

The 1972 school lunch survey was undertaken to determine the extent to which students of certain ethnic groups in elementary and secondary schools throughout the United States participate in the USDA National School Lunch Program. The essential areas of inquiry include the composition of student enrollment by ethnic classification, certification of students to receive free and reduced-price Type A lunches, and the extent to which those students of certain ethnic groups who are certified currently receive free and reduced-price Type A lunches.

The survey was a systematic random sample of public and private elementary and secondary schools drawn so that those schools with larger enrollments had a higher probability of selection than schools with small enrollments. It is assumed that those schools located in the metropolitan areas have a greater mix of students by ethnic composition than schools located in other urban and rural areas. The 1970-1971 Directory of Public Elementary and Secondary Day Schools and the 1968-1969 Directory of Non-Public Elementary and Secondary Day Schools served as list

frames for drawing the sample. These directories are published by the Office of Education, U.S. Department of Health, Education and Welfare.

The directories contain listings of approximately 108,000 schools representing the public and private elementary and secondary school universe in the continental United States. Alaska, Hawaii and outlying territories were excluded; thus, the sample was drawn within the 48 coterminous States and the District of Columbia. The individual States included in the five FNS regional groupings are presented below.

The percentages of pupils enrolled and participating in the school lunch program have been expanded from sample data to reflect the universe in each region. Coefficients of variation are shown for estimated numbers of students by ethnic groupings and by region.

Table 20.—Number of Schools Sampled in School Lunch Survey, by Region and State

Region and State	Schools sampled	Region and State	Schools sampled
	No.		No.
Northeast		Midwest—continued	
Connecticut.....	9	Minnesota.....	12
Delaware.....	1	Missouri.....	16
District of Columbia.....	2	Nebraska.....	5
Maine.....	3	North Dakota.....	3
Maryland.....	14	Ohio.....	36
Massachusetts.....	19	South Dakota.....	2
New Hampshire.....	2	Wisconsin.....	17
New Jersey.....	27		
New York.....	55	Total.....	189
Pennsylvania.....	39		
Rhode Island.....	2	Southwest	
Vermont.....	2	Arkansas.....	6
West Virginia.....	6	Colorado.....	7
		Kansas.....	7
Total.....	181	Louisiana.....	16
		New Mexico.....	4
Southeast		Oklahoma.....	9
Alabama.....	12	Texas.....	38
Florida.....	21		
Georgia.....	13	Total.....	87
Kentucky.....	11		
Mississippi.....	6	Western	
North Carolina.....	17	Arizona.....	4
South Carolina.....	10	California.....	62
Tennessee.....	12	Idaho.....	2
Virginia.....	14	Montana.....	2
		Nevada.....	2
Total.....	116	Oregon.....	7
		Utah.....	4
Midwest		Washington.....	11
Illinois.....	39	Wyoming.....	1
Indiana.....	18		
Iowa.....	10	Total.....	95
Michigan.....	31		

Table 21.—Percentage of Pupils Enrolled and Participating in the National School Lunch Program by Ethnic Group, March 1972

Region and ethnic group	Enrolled	Certified		Participants		
		Free meals	Reduced price meals	Free meals	Reduced price meals	Total
	<i>Pct.</i>	<i>Pct.</i>	<i>Pct.</i>	<i>Pct.</i>	<i>Pct.</i>	<i>Pct.</i>
Northeast						
Negro.....	17.7	42.7	17.8	42.6	12.3	19.7
American Indian.....	2.0	9.2	0.2	10.6	0.0	3.9
Spanish surname.....	6.8	19.2	14.0	18.7	4.6	7.8
Oriental.....	0.5	0.7	0.1	0.7	0.0	0.6
White and other.....	73.1	28.2	67.9	27.3	83.1	67.9
Southeast						
Negro.....	27.5	64.9	45.7	66.4	57.8	31.8
American Indian.....	0.1	0.1	0.0	0.1	0.1	0.1
Spanish surname.....	1.1	1.9	5.6	1.8	5.4	1.3
Oriental.....	0.1	0.0	0.0	0.0	0.0	0.1
White and other.....	71.1	33.1	48.7	31.7	36.7	66.6
Midwest						
Negro.....	8.8	55.4	10.2	40.2	29.7	9.5
American Indian.....	0.1	0.5	0.0	0.3	0.2	0.1
Spanish surname.....	1.2	3.3	0.0	5.2	2.8	1.5
Oriental.....	0.4	0.8	0.0	1.2	0.0	0.4
White and other.....	89.6	39.9	89.8	53.1	67.3	88.4
Southwest						
Negro.....	15.8	35.0	0.0	40.8	6.2	19.0
American Indian.....	0.8	3.3	0.0	2.7	0.0	1.0
Spanish surname.....	17.1	40.0	45.5	32.5	39.7	17.7
Oriental.....	0.2	0.1	0.0	0.0	0.0	0.2
White and other.....	66.1	21.2	54.5	24.1	54.1	62.0
West						
Negro.....	7.9	48.0	4.8	23.2	8.1	7.1
American Indian.....	0.5	0.8	0.0	1.3	0.4	0.8
Spanish surname.....	9.5	16.6	22.6	28.8	33.2	11.6
Oriental.....	1.7	1.1	0.0	0.5	1.1	1.9
White and other.....	80.3	33.4	72.6	46.1	57.2	78.6
United States						
Negro.....	15.4	51.5	27.3	48.2	31.9	18.5
American Indian.....	0.7	2.4	0.0	3.3	0.1	1.1
Spanish surname.....	5.8	16.5	23.4	13.9	9.9	6.0
Oriental.....	0.5	0.5	0.0	0.4	0.1	0.5
White and other.....	77.7	29.0	49.2	34.0	58.0	73.9

Source: 1972 National School Lunch Program Survey, conducted by the Statistical Reporting Service, U.S. Department of Agriculture.

Table 22.—Coefficients of Variation for Estimated Numbers of Students, by Ethnic Groups and by Region, 1972 National School Lunch Program Survey

Ethnic group	Region					U.S. total
	Northeast	Southeast	Midwest	Southwest	West	
Total						
Number of reports.....	173	116	190	87	95	661
Number of students.....	13,638,208	9,222,199	15,360,856	6,538,673	7,106,123	51,866,032
Coefficients of variation..	3.0	2.7	2.4	2.4	2.5	1.3
American Indian						
Number of reports.....	29	20	50	32	58	189
Number of students.....	218,766	9,448	14,767	47,759	32,671	323,411
Coefficients of variation..	91.3	26.0	15.9	58.5	16.0	62.4
Negro						
Number of reports.....	136	109	99	71	69	484
Number of students.....	2,175,346	2,499,229	1,257,326	966,660	581,720	7,480,281
Coefficients of variation..	17.6	10.4	18.2	17.1	26.1	7.6
Oriental						
Number of reports.....	81	34	74	36	73	298
Number of students.....	55,039	12,037	58,260	13,652	115,260	254,248
Coefficients of variation..	22.1	19.3	47.5	21.4	21.5	15.7
Spanish surname						
Number of reports.....	105	47	93	68	85	398
Number of students.....	798,660	107,278	198,452	1,009,371	753,044	2,866,803
Coefficients of variation..	18.7	53.8	32.8	20.5	13.9	10.5
White						
Number of reports.....	164	111	185	86	94	640
Number of students.....	10,272,611	6,592,241	13,781,733	4,392,059	5,601,375	40,639,984
Coefficients of variation..	3.5	4.5	3.1	5.3	4.7	1.8
All other						
Number of reports.....	19	6	12	4	29	70
Number of students.....	86,851	1,939	50,300	799	22,044	161,932
Coefficients of variation..	87.4	36.9	91.6	40.1	17.8	54.5

FOREST SERVICE

Four major programs in which participation is reported by the Forest Service are (1) free use timber in which residents of an area are allowed to obtain wood for their own use from specified forest areas, (2) cooperative forest management in which technical assistance is given to owners of woodlots, (3) grazing permits in which local farmers and ranchers obtain free or paid permits to graze their cattle, horses, and sheep on FS grazing lands (data for 1972 not available), and (4) recreation in which the public is allowed to participate at FS developed sites.

Eligible populations for free use timber could be all the persons in an area who have transportation facilities and want the wood. For cooperative forest management and grazing eligibles, special census of agriculture tabulations are used. For recreation, no valid measure of eligible populations can be defined. Research on the demand for recreation by minority group members is needed.

Targets for delivery of benefits have been set by the Forest Service to reflect percentage increases over the past year.

Total Users of Free Use Timber in Fiscal Years 1971 and 1972

Ethnic group	Permits issued				No permits required			
	1971	1972	1971	1972	1971	1972	1971	1972
	No.	No.	Pct.	Pct.	No.	No.	Pct.	Pct.
White.....	52,647	53,941	94	93	36,509	21,860	75	56
Negro.....	849	697	2	1	512	591	1	1
American Indian.....	945	1,568	2	3	3,188	2,163	7	6
Spanish surname.....	1,305	1,733	2	3	8,040	13,914	17	36
Oriental.....	47	47	(¹)	(¹)	34	29	(¹)	(¹)
All other.....	164	169	(¹)	(¹)	50	272	(¹)	1
Total.....	55,957	58,155	100	100	48,333	38,829	100	100

¹Less than 0.5 percent.

Table 23.—Combined Totals of Timber Taken on the National Forests by Free Use Permit and from Designated Free Use Areas, by Region and Number of Users, 1972

Forest Service regions	Volume	Value	White	Negro	Ameri- can Indian	Spanish sur- name	Oriental	All other	Total
	<i>Mil. board ft.</i>	<i>Dol.</i>	<i>No.</i>	<i>No.</i>	<i>No.</i>	<i>No.</i>	<i>No.</i>	<i>No.</i>	<i>No.</i>
Northern ¹	18,066	\$22,565	7,442	36	99	11	12	4	7,604
Rocky Mountain ²	9,095	15,144	6,785	23	74	844	9	86	7,821
Southwestern ³	27,897	57,759	19,158	540	2,456	14,570	23	281	37,028
Intermountain ⁴	17,359	58,382	8,980	23	377	84	17	8	9,489
California ⁵	39,151	90,957	12,247	112	298	110	4	39	12,810
Pacific Northwest ⁶	35,091	146,134	11,566	36	126	26	11	21	11,786
Southern ⁷	19,515	32,616	5,999	504	39	1	0	1	6,544
Eastern ⁸	11,243	14,218	3,019	14	24	1	0	1	3,077
Alaska ⁹	1,307	5,609	605	0	220	0	0	0	825
Total.....	178,724	443,384	75,801	1,288	3,731	15,647	76	441	96,984

¹Idaho, Montana, Washington.

⁴Idaho, Nevada, Utah, Wyoming.

²Colorado, Nebraska, South Dakota, Wyoming.

⁵California.

³Arizona, New Mexico.

⁶Oregon, Washington.

⁷Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Texas, Virginia.

⁸Illinois, Indiana, Michigan, Minnesota, Missouri, New Hampshire, Ohio, Pennsylvania, Vermont, West Virginia, Wisconsin.

⁹Alaska.

Table 24.—Participation in FS Cooperative Forest Management Program, Negro and White, Fiscal Year 1972

State	Negro			White		
	Eligible for CFM program ¹	Number assisted	Percentage of total	Eligible for CFM program ²	Number assisted	Percentage of total
	<i>No.</i>	<i>No.</i>	<i>Pct.</i>	<i>No.</i>	<i>No.</i>	<i>Pct.</i>
Alabama.....	4,668	59	1	42,555	930	2
Arkansas.....	1,619	4	(³)	31,374	346	1
Delaware.....	33	2	6	1,954	135	7
Florida.....	672	12	2	11,106	841	8
Georgia.....	3,313	43	1	43,248	1,575	4
Louisiana.....	1,799	10	1	14,144	930	7
Maryland.....	316	11	3	9,891	807	8
Mississippi.....	9,262	190	2	35,038	2,964	8
North Carolina.....	7,208	32	(³)	70,364	1,745	2
Oklahoma.....	928	1	(³)	21,341	281	1
South Carolina.....	4,931	78	2	20,425	1,178	6
Tennessee.....	2,134	7	(³)	74,686	1,012	1
Texas.....	2,271	9	(³)	54,691	580	1
West Virginia.....	51	3	6	16,599	1,217	7
Total.....	38,966	461	1	438,017	12,796	3

¹Negro woodland owners who were eligible for the CFM program were derived as follows: The number of Negro woodland owners who had previously received FS assistance was subtracted from the total number of Negro woodland owners reported in unpublished 1969 Census of Agriculture data. This yielded the number of Negro woodland owners who had never received FS assistance and who, therefore, were eligible for FS assistance.

²White woodland owners who were eligible for the CFM program were derived as follows: The total number of white woodland owners was first determined by subtracting the number of minority woodland owners from the total number of woodland owners reported in the 1969 Census of Agriculture. Next, the number of white woodland owners who had previously received FS assistance was subtracted from the total number of white woodland owners. This yielded the number of white woodland owners who had never received FS assistance and who, therefore, were eligible for FS assistance.

³Less than 0.5 percent.

Note: Data for Kentucky and Virginia were not available.

Table 24a.—Participation in FS Cooperative Forest Management Program, Spanish surname and White, Fiscal Year 1972

State	Spanish surname			White		
	Eligible for CFM program ¹	Number assisted	Percentage of total	Eligible for CFM program ²	Number assisted	Percentage of total
	No.	No.	Pct.	No.	No.	Pct.
Arizona.....	226	0	0	7,147	4	1
California.....	1,179	3	(³)	103,379	727	1
Colorado.....	630	1	(³)	36,366	586	2
Michigan.....	108	1	1	109,071	1,094	1
New Mexico.....	5,836	25	(³)	13,918	44	(³)
Texas.....	6,282	0	0	282,018	580	(³)
Washington.....	98	3	3	67,792	538	1
Total.....	14,359	33	(³)	619,691	3,573	1

¹Spanish surname operating units that were eligible for the CFM program were derived as follows: The number of Spanish surname operating units (supplied by SCS) that had previously received FS assistance was subtracted from the total number of Spanish surname operating units. This yielded the number of Spanish surname operating units that had never received FS assistance and who, therefore, were eligible for FS assistance. Data on Spanish surname woodland owners from unpublished Census of Agriculture information were not available.

²White operating units that were eligible for the CFM program were derived as follows: The number of white operating units that had previously received FS assistance was subtracted from the total number of white operating units. This yielded the number of white operating units that had never received FS assistance and who, therefore, were eligible for FS assistance.

³Less than 0.5 percent.

Table 24b.—Participation in FS Cooperative Forest Management Program, American Indian and White, Fiscal Year 1972

State	American Indian			White		
	Eligible for CFM program ¹	Number assisted	Percentage of total	Eligible for CFM program ²	Number assisted	Percentage of total
	No.	No.	Pct.	No.	No.	Pct.
Arizona.....	164	0	0	7,147	4	(³)
California.....	440	4	1	103,379	727	1
Kansas.....	149	1	1	137,966	703	1
Michigan.....	141	1	1	109,071	1,094	1
Minnesota.....	180	2	1	133,408	1,203	1
Mississippi.....	104	0	0	106,243	2,964	3
Montana.....	675	0	0	25,943	323	1
New Mexico.....	729	0	0	13,918	44	(³)
North Carolina.....	811	3	(³)	196,560	1,745	1
North Dakota.....	142	1	1	50,709	93	(³)
Oklahoma.....	1,763	4	(³)	130,225	281	(³)
South Dakota.....	568	0	0	52,152	252	(³)
Washington.....	250	5	2	67,792	538	1
Total.....	6,116	21	(³)	1,134,513	9,971	1

¹American Indian operating units that were eligible for the CFM program were derived as follows: The number of American Indian operating units (supplied by SCS) that had previously received FS assistance was subtracted from the total number of American Indian operating units. This yielded the number of American Indian operating units that had never received FS assistance and who, therefore, were eligible for FS assistance. Data on American Indian woodland owners from unpublished Census of Agriculture information were not available.

²White operating units that were eligible for the CFM program were derived as follows: The number of white operating units that had previously received FS assistance was subtracted from the total number of white operating units. This yielded the number of white operating units that had never received FS assistance and who, therefore, were eligible for FS assistance.

³Less than 0.5 percent.

Table 24c.—Participation in FS Cooperative Forest Management Program, Oriental and White, Fiscal Year 1972

State	Oriental			White		
	Eligible for CFM program ¹	Number assisted	Percentage of total	Eligible for CFM program ²	Number assisted	Percentage of total
	No.	No.	Pct.	No.	No.	Pct.
California ¹	1,603	1	(³)	103,379	727	1
Colorado	161	0	0	36,366	586	2
Idaho	239	1	(³)	39,535	169	(³)
Oregon	353	2	1	51,271	958	2
Utah	139	1	1	20,635	145	1
Washington	359	0	0	67,792	538	1
Total	2,854	5	(³)	318,978	3,123	1

¹Oriental operating units that were eligible for the CFM program were derived as follows: The number of Oriental operating units (supplied by SCS) that had previously received FS assistance was subtracted from the total number of Oriental operating units. This yielded the number of Oriental operating units that had never received FS assistance and who, therefore, were eligible for FS assistance. Data on Oriental woodland owners from unpublished Census of Agriculture information were not available.

²White operating units that were eligible for the CFM program were derived as follows: The number of white operating units that had previously received FS assistance was subtracted from the total number of white operating units. This yielded the number of white operating units that had never received FS assistance and who, therefore, were eligible for FS assistance.

³Less than 0.5 percent.

Forest Service Recreation Programs

The Forest Service has more than 11,000 developed sites in the continental United States. These sites combined will accommodate more than a million and a quarter persons at one-time capacity.

Activities listed in this report under "daytime" include observation, playground, parks, sports sites, boating, swimming, picnic grounds, winter sports, and visitor centers. "Over night" includes campgrounds, hotels and resorts. "Other" refers to recreation residences and use of FS developed sites by organizations.

Highlights of Recreation Participation in 1972

Region	Daytime activities		Overnight activities		Other activities	
	Minority	White	Minority	White	Minority	White
	No.	No.	No.	No.	No.	No.
Northern	150	8,125	335	11,641	60	4,405
Rocky Mountain	875	26,741	2,278	43,234	355	8,423
Southwestern	3,819	8,581	5,840	20,920	1,744	7,258
Intermountain	389	17,712	1,293	42,813	219	9,684
California	1,627	25,515	5,737	110,609	5,807	62,513
Pacific Northwest	611	25,085	3,002	69,486	605	17,292
Southern	1,270	20,525	1,021	32,748	712	6,667
Eastern	358	23,502	777	39,512	152	5,328
Total	9,099	155,786	20,285	370,963	9,654	121,570

Note: Participation in thousands of visitor days—one visitor day equals 12 hours of individual use.

Table 25.—Participation in Forest Service Recreation Sites in 1971

Region and ethnic group	Daytime activities	Overnight activities	Other activities
<i>Thousands of visitor days</i>			
Northern ¹			
Negro.....	44	87	9
White.....	8,125	11,641	4,405
Spanish surname.....	27	57	2
American Indian.....	58	155	42
Oriental.....	21	38	7
Total.....	8,275	11,978	4,465
Rocky Mountain ²			
Negro.....	213	527	121
White.....	26,741	43,234	8,423
Spanish surname.....	488	1,294	144
American Indian.....	102	362	70
Oriental.....	72	95	20
Total.....	27,616	45,512	8,778
Southwestern ³			
Negro.....	439	654	531
White.....	8,581	20,920	7,258
Spanish surname.....	1,592	4,296	309
American Indian.....	1,647	659	869
Oriental.....	141	231	35
Total.....	12,400	26,760	9,002
Intermountain ⁴			
Negro.....	92	292	92
White.....	17,712	42,813	9,684
Spanish surname.....	133	491	55
American Indian.....	95	368	41
Oriental.....	69	142	31
Total.....	18,101	44,106	9,903
California ⁵			
Negro.....	416	159	1,754
White.....	25,515	110,609	62,513
Spanish surname.....	787	3,748	2,761
American Indian.....	154	813	422
Oriental.....	270	1,017	870
Total.....	27,142	116,346	68,320
Pacific North West ⁶			
Negro.....	185	772	163
White.....	25,085	69,486	17,292
Spanish surname.....	88	504	93
American Indian.....	213	777	185
Oriental.....	125	949	164
Total.....	25,696	72,488	17,897

Note: See footnotes at end of table.

Table 25.—Participation in Forest Service Recreation Sites in 1971—Continued

Region and ethnic group	Daytime activities	Overnight activities	Other activities
<i>Thousands of visitor days</i>			
Southern ⁷			
Negro.....	949	650	618
White.....	20,525	32,748	6,667
Spanish surname.....	97	176	32
American Indian.....	141	135	29
Oriental.....	53	60	33
Total.....	21,795	33,769	7,379
Eastern ⁸			
Negro.....	219	438	88
White.....	23,502	39,512	5,328
Spanish surname.....	16	57	20
American Indian.....	99	241	39
Oriental.....	24	41	5
Total.....	23,860	40,289	5,480

¹Idaho, Montana, Washington.

²Colorado, Nebraska, South Dakota, Wyoming.

³Arizona, New Mexico.

⁴Idaho, Nevada, Utah, Wyoming.

⁵California.

⁶Oregon, Washington.

⁷Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Texas, Virginia.

⁸Illinois, Indiana, Michigan, Minnesota, Missouri, New Hampshire, Ohio, Pennsylvania, Vermont, West Virginia, Wisconsin.

Note: Daytime activities include observation, playground, parks, sports sites, boating, swimming, picnic grounds, winter sports, visitor centers; overnight include campgrounds, hotels and resorts; other include recreation residence and use by organizations.

RURAL ELECTRIFICATION ADMINISTRATION

The Rural Electrification Administration (REA) makes loans (1) to cooperative associations that supply electricity in rural areas, and (2) to private companies and cooperatives that supply telephone service to rural areas.

REA has no field offices and therefore no State or county employees. The employees of the borrowing cooperatives are reported to the Contract Compliance Division, OEO, USDA.

Targets for delivery of loans are not meaningful. However, targets to increase minority employment, to extend services to minority persons, and to increase minority members on boards of directors would be meaningful if adopted by each cooperative association.

Highlights of Electric and Telephone Annual Meetings

Selected characteristics	Unit	Electric	Telephone
Borrowers reporting.....	No.	757	601
Total consumers or subscribers			
White.....	No.	5,133,914	1,956,908
Minority.....	No.	557,411	160,550
Annual meetings held.....	No.	749	254
Attendance at meetings			
White.....	No.	325,725	29,903
Minority.....		24,485	1,381
Total consumers or subscribers			
White.....	Pct.	6	2
Minority.....	Pct.	4	1

Table 26.—Cooperative Members Attending Annual Electric Meetings, by States, 1972

State	Number of borrowers reporting	Total consumers		Annual meetings				
		White	Minority	Number held	Attendance			
					White	Minority	Percentage of total subscribers ¹	
							White	Minority
	No.	No.	No.	No.	No.	No.	Pct.	Pct.
Alabama.....	18	170,648	25,883	18	8,244	1,131	5	4
Arizona.....	7	30,677	5,605	7	1,347	212	4	4
Arkansas.....	16	188,836	17,005	16	8,521	575	5	3
California.....	3	5,184	236	3	561	37	11	16
Colorado.....	21	118,869	6,395	21	4,342	260	4	4
Delaware.....	1	16,551	4,137	1	473	23	3	1
Florida.....	9	97,579	15,846	9	6,547	1,164	7	7
Georgia.....	30	283,721	53,878	29	13,786	2,304	5	4
Idaho.....	7	19,958	58	7	1,705	8	9	14
Illinois.....	24	140,667	1,839	24	9,207	62	7	3
Indiana.....	38	217,801	859	38	21,243	79	10	9
Iowa.....	44	125,069	170	44	23,865	42	19	25
Kansas.....	34	100,106	906	33	7,854	23	8	3
Kentucky.....	23	295,138	7,608	23	25,473	369	9	5
Louisiana.....	12	115,200	31,183	11	6,507	1,816	6	6
Maine.....	3	9,058	12	3	456	0	5	0
Maryland.....	2	47,257	7,270	2	1,093	223	2	3
Michigan.....	11	116,711	4,788	11	3,459	236	3	5
Minnesota.....	44	364,554	6,229	43	24,569	115	7	2
Mississippi.....	21	283,686	100,757	19	4,569	533	2	1
Missouri.....	35	276,004	4,924	35	27,701	93	10	2
Montana.....	23	50,263	3,217	23	4,697	215	9	7
Nebraska.....	2	4,767	0	2	293	0	6	0
Nevada.....	2	3,450	1,739	2	504	204	14	12
New Hampshire.....	1	33,356	0	1	204	0	1	0
New Mexico.....	14	25,732	34,814	14	1,653	2,885	6	8
New York.....	4	7,728	21	4	755	12	10	57
North Carolina.....	26	246,632	53,685	26	10,704	2,545	4	5
North Dakota.....	21	68,511	2,185	21	4,923	78	7	4
Ohio.....	22	176,019	2,045	22	10,688	131	6	6
Oklahoma.....	24	169,433	20,725	24	13,497	1,582	8	8
Oregon.....	10	38,291	1,078	10	2,817	48	7	4
Pennsylvania.....	11	107,734	372	11	5,346	12	5	3
South Carolina.....	17	132,666	48,229	17	8,574	3,976	6	8
South Dakota.....	32	91,951	3,787	32	9,627	257	10	7
Tennessee.....	16	287,756	13,667	16	7,136	245	2	2
Texas.....	67	374,067	39,331	65	24,035	1,429	6	4
Utah.....	3	9,860	414	3	956	18	10	4
Vermont.....	2	11,911	71	2	612	2	5	3
Virginia.....	15	133,292	34,138	15	6,504	1,476	5	4
Washington.....	6	11,230	887	6	555	4	5	(²)
West Virginia.....	1	3,055	0	1	475	0	16	0
Wisconsin.....	25	104,962	801	25	8,390	32	8	4
Wyoming.....	10	18,514	617	10	1,228	29	7	5
Total.....	757	5,133,914	557,411	749	325,725	24,485	6	4

¹Whites as a percentage of total white consumers and minority as a percentage of total minority consumers.²Less than 0.5 percent.

Table 27.—Cooperative Members Attending Annual Telephone Meetings, by States, 1972

State	Number of borrowers reporting	Total subscribers			Annual meetings			
		White	Minority	Number held	Attendance			
					White	Minority	Percentage of total subscribers ¹	
							White	Minority
	No.	No.	No.	No.	No.	No.	Pct.	Pct.
Alabama.....	23	90,411	17,138	2	715	0	1	0
Arizona.....	2	15,485	7,249	1	72	3	(²)	(²)
Arkansas.....	13	87,675	6,797	1	52	0	(²)	0
California.....	3	5,972	84	0	0	0	0	0
Colorado.....	6	8,429	270	5	195	5	2	2
Florida.....	5	20,690	5,433	1	0	0	0	0
Georgia.....	20	64,180	16,776	3	429	157	1	1
Idaho.....	4	11,959	1,905	2	50	4	(²)	(²)
Illinois.....	13	51,971	1,033	7	1,602	0	3	0
Indiana.....	21	49,079	158	8	756	1	2	1
Iowa.....	56	103,442	892	44	3,666	1	4	(²)
Kansas.....	25	82,550	9,593	10	1,136	9	1	(²)
Kentucky.....	14	101,538	4,726	7	1,404	67	1	1
Louisiana.....	11	30,071	8,985	0	0	0	0	0
Maine.....	5	14,018	26	1	9	0	(²)	0
Maryland.....	1	2,262	22	1	3	0	(²)	0
Michigan.....	10	23,911	647	2	15	0	(²)	0
Minnesota.....	36	86,260	3,567	22	2,157	1	3	(²)
Mississippi.....	9	101,438	19,989	0	0	0	0	0
Missouri.....	20	116,020	2,103	9	3,303	23	3	1
Montana.....	7	12,258	176	6	630	1	5	1
Nebraska.....	16	17,623	0	12	449	0	3	0
Nevada.....	1	632	40	0	0	0	0	0
New Hampshire.....	1	2,015	20	0	0	0	0	0
New Jersey.....	1	4,003	0	0	0	0	0	0
New Mexico.....	5	3,478	740	5	313	107	9	14
New York.....	5	14,334	100	1	3	0	(²)	0
North Carolina.....	15	87,229	5,770	10	1,652	319	2	6
North Dakota.....	11	42,007	1,676	9	1,633	11	4	1
Ohio.....	6	4,834	265	4	219	1	5	(²)
Oklahoma.....	27	71,608	3,682	4	686	10	1	(²)
Oregon.....	12	16,146	190	6	365	0	2	0
Pennsylvania.....	13	73,301	1,312	2	12	0	(²)	0
South Carolina.....	8	24,773	7,252	3	616	430	2	6
South Dakota.....	13	26,715	207	13	2,225	6	8	3
Tennessee.....	17	102,803	4,598	7	1,833	46	2	1
Texas.....	45	157,269	22,004	19	1,931	168	1	1
Utah.....	5	6,904	326	1	20	1	(²)	(²)
Vermont.....	2	2,061	0	1	3	0	(²)	0
Virginia.....	7	24,802	4,272	3	267	10	1	(²)
Washington.....	10	10,769	29	1	11	0	(²)	0
West Virginia.....	8	34,660	282	4	78	0	(²)	0
Wisconsin.....	64	145,837	191	16	1,373	0	1	0
Wyoming.....	5	3,486	25	1	20	0	1	0
Total.....	601	1,956,908	160,550	254	29,903	1,381	2	1

¹Whites as a percentage of total white subscribers and minority as a percentage of total minority subscribers.²Less than 0.5 percent.

SOIL CONSERVATION SERVICE

The Soil Conservation Service (SCS) provides technical assistance to landowners and operators through more than 3,000 conservation districts organized and managed by land users under State law. Purposes of SCS programs are to assist farmers in (1) adopting soil conservation practices and (2) developing land and water resources. The number of new cooperators each year is added to the body of active cooperators to arrive at total cumulative soil conservation district cooperators.

Those eligible for receipt of SCS technical assistance are the operating units in a soil conservation District. SCS has enumerated operating units by the operator's ethnic identification.

Targets for delivery of benefits to minority group members have been established (1) to provide technical assistance to minority individuals in the same proportion as that provided to majority individuals, based on requests received, and (2) to enter into Great Plains Conservation Program contracts with minority individuals in the same proportion as entered into with majority individuals in the same proportion as entered into with majority individuals, based on the contract applications received.

Highlights of SCS Membership

Ethnic group	Cumulative cooperators		Cooperators as a percentage of operating units	
	1971	1972	1971	1972
	No.	No.	Pct.	Pct.
16 Southern States				
Negro.....	51,212	51,869	34	35
White.....	1,042,875	1,053,591	55	56
Total.....	1,094,087	1,105,460	54	55
7 States				
Spanish surname.....	8,112	8,138	56	57
White.....	358,246	362,322	52	58
Total.....	366,358	370,460	58	58
13 States				
American Indian.....	2,158	2,147	28	35
White.....	627,485	633,993	52	56
Total.....	629,643	636,140	49	55
6 States				
Oriental.....	1,395	1,383	49	48
White.....	152,421	151,976	46	47
Total.....	153,816	153,359	46	47

Table 28.—Total Cooperators and Cooperators as a Percentage of Operating Units, Negro and White, 1971 and 1972

State ¹	Total cooperators				Cooperators as percentage of operating units			
	Negro		White		Negro		White	
	1971	1972	1971	1972	1971	1972	1971	1972
	No.	No.	No.	No.	Pct.	Pct.	Pct.	Pct.
Alabama.....	3,167	3,249	51,883	52,580	27	28	55	56
Arkansas.....	4,847	4,873	90,059	90,086	73	74	77	78
Delaware.....	45	46	3,519	3,670	33	41	43	48
Florida.....	1,031	1,047	25,240	26,099	35	35	48	47
Georgia.....	5,354	5,233	103,065	103,231	42	42	64	65
Kentucky.....	699	717	79,892	79,863	38	39	45	45
Louisiana.....	4,647	4,665	49,074	49,542	36	35	60	60
Maryland.....	358	370	17,833	19,026	32	38	50	54
Mississippi.....	11,850	12,017	70,349	71,886	40	40	63	66
North Carolina.....	3,522	3,693	65,974	67,099	18	20	32	34
Oklahoma.....	1,698	1,691	97,142	97,199	54	54	75	75
South Carolina.....	3,858	3,939	42,888	43,383	19	19	53	53
Tennessee.....	2,285	2,232	70,243	69,952	37	39	42	43
Texas.....	4,613	4,849	186,536	189,954	52	55	66	67
Virginia.....	3,151	3,161	43,608	43,808	25	25	42	42
West Virginia.....	85	87	45,570	46,213	50	52	64	65
Total.....	51,212	51,869	1,042,875	1,053,591	34	35	55	56

¹Of the 48 contiguous States, these States have 97 percent of all Negro operating units.

Table 28a.—Total Cooperators and Cooperators as a Percentage of Operating Units, Spanish Surname and White, 1971 and 1972

State ¹	Total cooperators				Cooperators as percentage of operating units			
	Spanish surname		White		Spanish surname		White	
	1971	1972	1971	1972	1971	1972	1971	1972
	No.	No.	No.	No.	Pct.	Pct.	Pct.	Pct.
Arizona.....	140	138	5,512	5,497	62	61	78	77
California.....	457	464	42,167	41,406	39	39	39	40
Colorado.....	546	543	21,900	22,283	82	86	60	61
Michigan.....	32	32	60,110	61,852	28	30	34	56
New Mexico.....	3,115	3,015	8,972	8,174	52	52	62	59
Texas.....	3,787	3,906	186,536	189,954	61	62	66	67
Washington.....	35	40	33,049	33,156	35	40	48	48
Total.....	8,112	8,138	358,246	362,322	56	57	52	58

¹Of the 48 contiguous States, these States have 97 percent of all Spanish surname operating units.

Table 28b.—Total Cooperators and Cooperators as a Percentage of Operating Units, American Indian and White, 1971 and 1972

State ¹	Total cooperators				Cooperators as percentage of operating units			
	American Indian		White		American Indian		White	
	1971	1972	1971	1972	1971	1972	1971	1972
	No.	No.	No.	No.	Pct.	Pct.	Pct.	Pct.
Arizona.....	9	11	5,512	5,497	5	7	78	77
California.....	98	100	42,167	41,406	22	23	39	40
Kansas.....	131	130	92,126	93,553	88	87	66	68
Michigan.....	35	35	60,110	61,852	25	25	34	56
Minnesota.....	70	55	58,900	60,631	33	25	44	45
Mississippi.....	31	31	70,349	71,886	30	30	63	66
Montana.....	163	162	14,232	14,324	24	24	54	55
New Mexico.....	15	20	8,972	8,174	2	3	62	59
North Carolina.....	283	268	65,974	67,099	24	33	32	34
North Dakota.....	61	63	39,507	39,646	43	44	78	78
Oklahoma.....	991	988	97,142	97,199	56	56	75	75
South Dakota.....	216	224	39,445	39,570	39	39	75	76
Washington.....	55	60	33,049	33,156	3	20	48	48
Total.....	2,158	2,147	627,485	633,993	28	35	52	56

¹Of the 48 contiguous States, these States have 88 percent of all American Indian operating units.

Table 28c.—Total Cooperators and Cooperators as a Percentage of Operating Units, Oriental and White, 1971 and 1972

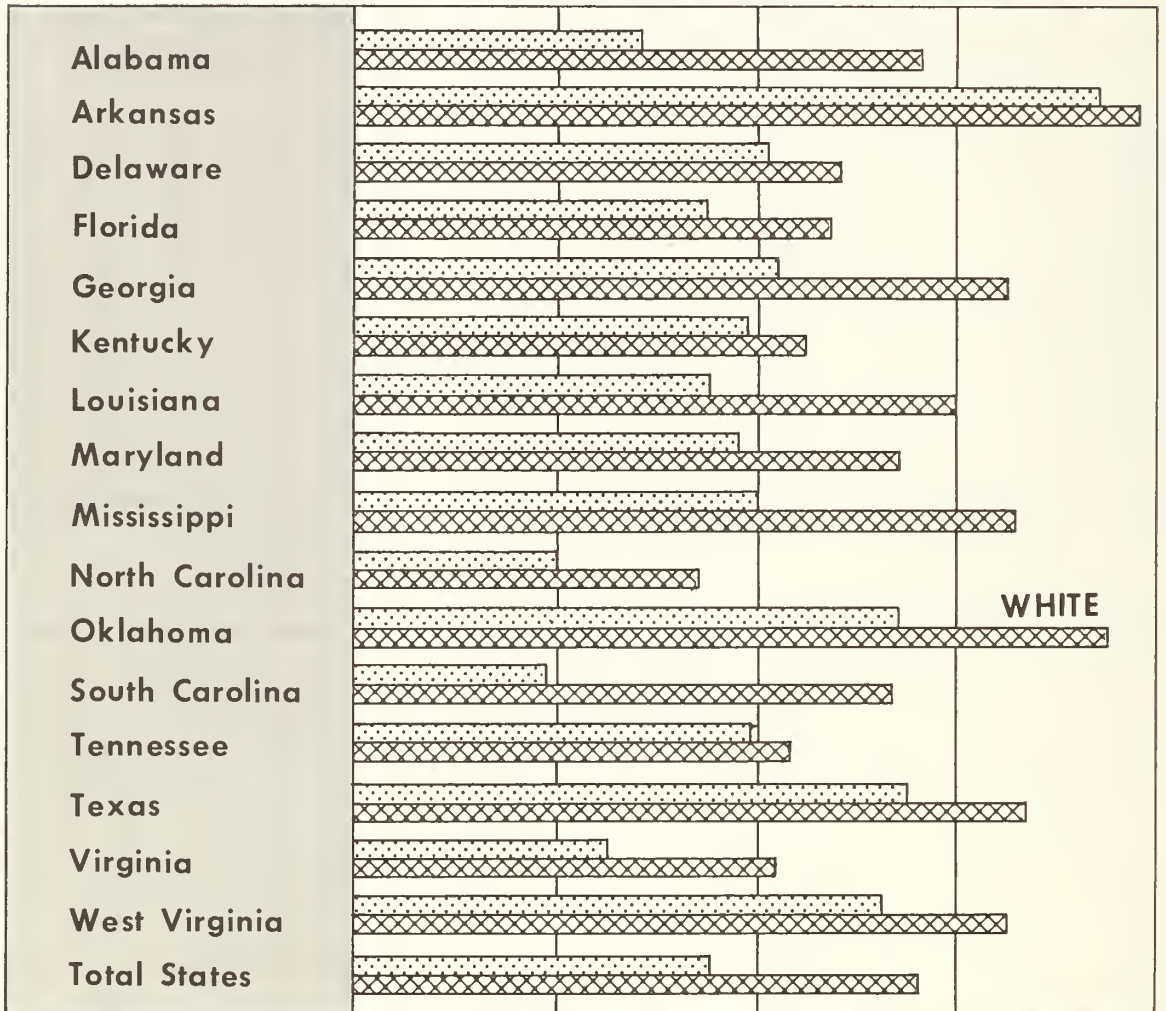
State ¹	Total cooperators				Cooperators as percentage of operating units			
	Oriental		White		Oriental		White	
	1971	1972	1971	1972	1971	1972	1971	1972
	No.	No.	No.	No.	Pct.	Pct.	Pct.	Pct.
California.....	703	696	42,167	41,406	44	43	39	40
Colorado.....	131	129	21,900	22,283	81	80	60	61
Idaho.....	155	160	22,129	21,958	66	67	55	56
Oregon.....	128	131	20,643	20,764	36	37	37	40
Utah.....	80	80	12,533	12,409	58	58	61	60
Washington.....	198	187	33,049	33,156	55	52	48	48
Total.....	1,395	1,383	152,421	151,976	49	48	46	47

¹Of the 48 contiguous States, these States have 85 percent of all Oriental operating units.

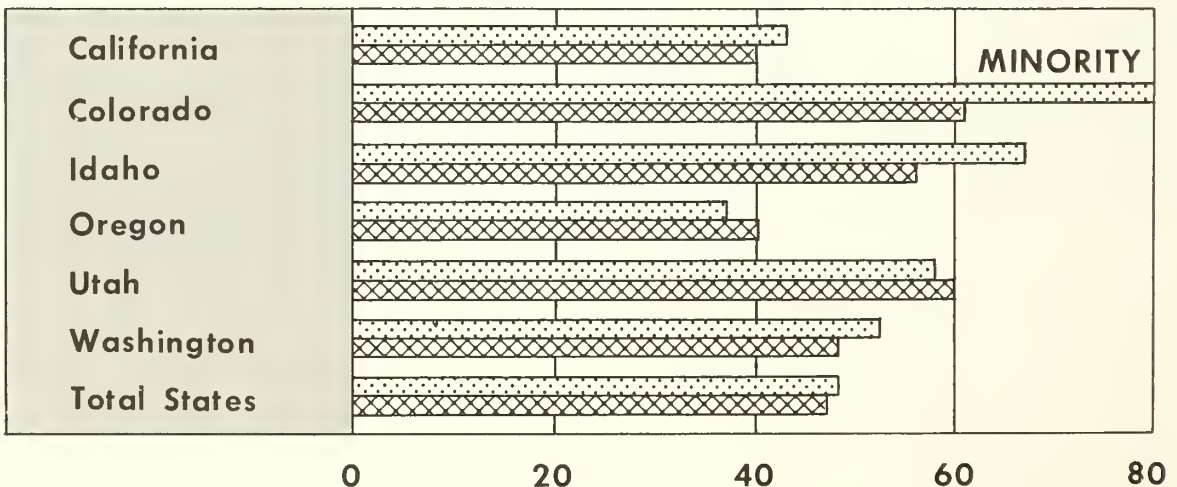
FIGURE 6

CUMULATIVE SCS COOPERATORS AS PERCENTAGE OF OPERATING UNITS

NEGRO AND WHITE COOPERATORS (16 STATES)



ORIENTAL AND WHITE COOPERATORS (6 STATES)

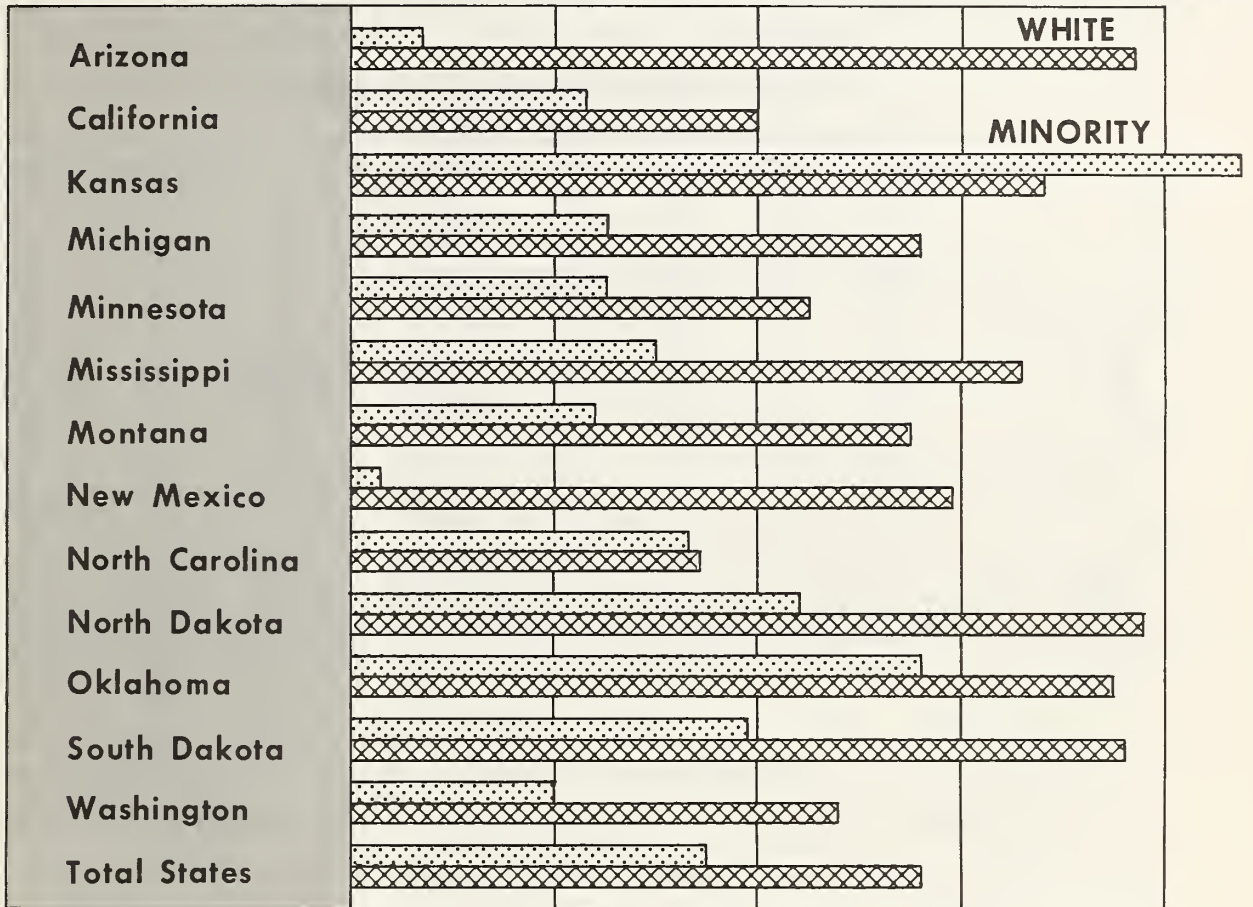


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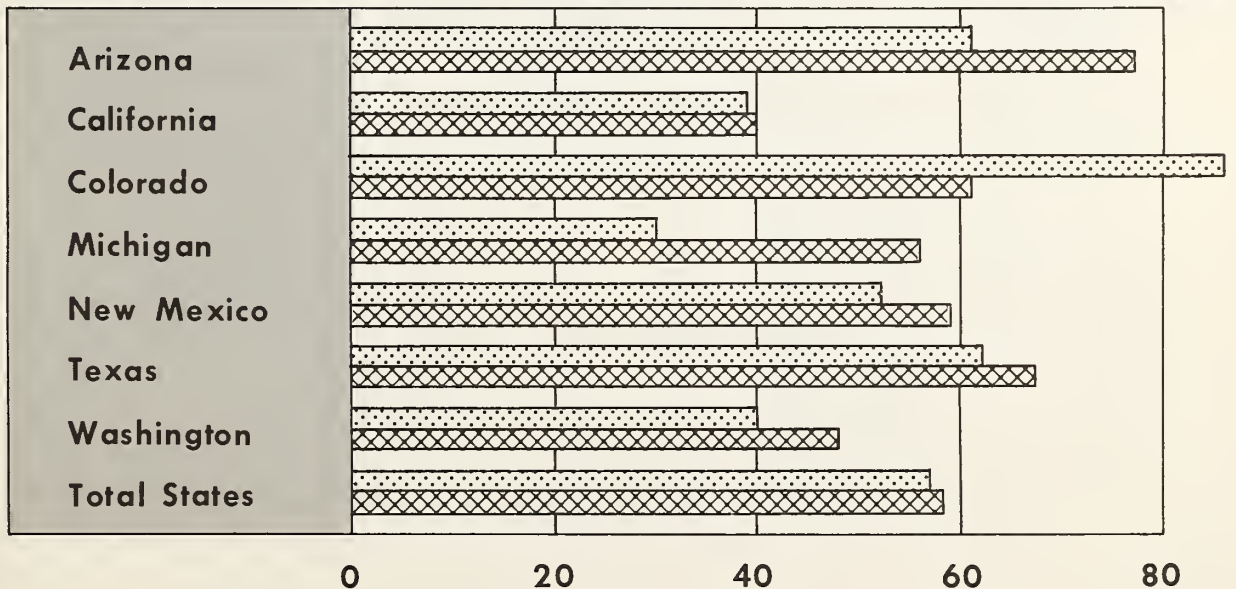
FIGURE 6 (Cont'd)

CUMULATIVE SCS COOPERATORS AS PERCENTAGE OF OPERATING UNITS

AMERICAN INDIAN AND WHITE COOPERATORS (13 STATES)



SPANISH SURNAME AND WHITE COOPERATORS (7 STATES)



SCS Technical Assistance

The Soil Conservation Service reports technical assistance on any phase of conservation planning and application given to landowners, operators, and other individual land users on both agricultural and nonagricultural land. A technical service usually involves a trip to provide technical assistance on the land. However, actual technical assistance for a land unit that is provided in the office, over the telephone, or in writing is also reported as a service.

Highlights of Technical Assistance Recipients

Ethnic group	Recipients of technical assistance		Recipients as percentage of total cooperators	
	1971	1972	1971	1972
	<i>No.</i>	<i>No.</i>	<i>Pct.</i>	<i>Pct.</i>
16 Southern States				
Negro.....	28,878	29,109	56	56
White.....	540,781	550,535	52	52
Total.....	569,659	579,644	52	52
7 States				
Spanish surname.....	4,865	4,843	60	60
White.....	224,584	228,541	63	63
Total.....	229,449	233,294	63	63
13 States				
American Indian.....	1,181	1,208	55	56
White.....	304,399	301,774	49	48
Total.....	305,580	302,982	49	48
6 States				
Oriental.....	642	670	46	48
White.....	80,537	78,951	53	52
Total.....	81,179	79,721	53	52

Table 29.—Recipients of SCS Technical Assistance, Negro and White, 1971 and 1972

State ¹	1971				1972			
	Recipients		Recipients as percentage of cooperators		Recipients		Recipients as percentage of cooperators	
	Negro	White	Negro	White	Negro	White	Negro	White
	No.	No.	Pct.	Pct.	No.	No.	Pct.	Pct.
Alabama.....	2,962	36,186	94	70	2,956	36,722	91	70
Arkansas.....	3,382	52,149	68	58	3,402	55,188	70	61
Delaware.....	48	1,040	² 107	30	49	1,240	² 107	34
Florida.....	627	13,666	61	54	652	13,639	63	52
Georgia.....	2,039	47,494	38	46	1,726	43,522	33	42
Kentucky.....	308	32,465	44	41	277	31,124	38	39
Louisiana.....	2,187	21,542	47	44	2,016	22,035	43	44
Maryland.....	435	9,705	² 122	54	420	12,461	² 114	65
Mississippi.....	6,119	33,493	52	48	5,945	33,847	49	47
North Carolina.....	1,446	26,875	41	41	1,591	27,648	43	41
Oklahoma.....	954	50,414	56	52	1,022	51,764	60	53
South Carolina.....	1,490	16,886	39	39	1,831	14,486	46	33
Tennessee.....	1,095	29,551	48	42	1,032	32,211	46	46
Texas.....	4,654	129,721	² 101	70	4,804	135,016	99	71
Virginia.....	1,057	19,227	34	44	1,340	19,928	42	45
West Virginia.....	75	20,367	88	45	46	19,704	53	43
Total.....	28,878	540,781	56	52	29,109	550,535	56	52

¹Of the 48 contiguous States, these States have 97 percent of all Negro operating units.

²Technical assistance may be provided to noncooperators who have a few acres of land and a single problem that does not require extended attention from SCS.

Table 29a.—Recipients of SCS Technical Assistance, Spanish Surname and White, 1971 and 1972

State	1971				1972			
	Recipients		Recipients as percentage of cooperators		Recipients		Recipients percentage of cooperators	
	Spanish surname	White	Spanish surname	White	Spanish surname	White	Spanish surname	White
	No.	No.	Pct.	Pct.	No.	No.	Pct.	Pct.
Arizona.....	90	3,661	64	66	70	2,956	51	54
California.....	150	19,217	33	46	122	19,557	26	47
Colorado.....	521	15,827	94	72	496	14,737	91	66
Michigan.....	12	33,863	38	56	23	34,758	72	56
New Mexico.....	1,501	4,914	48	55	1,484	4,497	49	55
Texas.....	2,571	129,721	68	70	2,631	135,016	67	71
Washington.....	20	17,881	57	53	17	16,930	43	51
Total.....	4,865	224,584	60	63	4,843	228,451	60	63

¹Of the 48 contiguous States, these States have 97 percent of all Spanish surname operating units.

Table 29b.—Recipients of SCS Technical Assistance, American Indian and White, 1971 and 1972

State	1971				1972			
	Recipients		Recipients as percentage of co-operators		Recipients		Recipients as percentage of co-operators	
	American Indian	White	American Indian	White	American Indian	White	American Indian	White
	No.	No.	Pct.	Pct.	No.	No.	Pct.	Pct.
Arizona.....	8	3,661	89	66	15	2,956	² 136	54
California.....	20	19,217	20	46	17	19,557	17	47
Kansas.....	48	37,630	37	41	41	34,302	32	37
Michigan.....	11	33,863	31	56	10	34,758	29	56
Minnesota.....	19	25,928	27	44	20	24,997	36	41
Mississippi.....	2	33,493	6	48	4	33,847	13	47
Montana.....	171	8,972	² 105	63	200	9,605	² 123	67
New Mexico.....	12	4,914	80	55	21	4,497	² 105	55
North Carolina.....	64	26,875	23	41	83	27,648	31	41
North Dakota.....	44	24,709	72	63	44	24,051	70	61
Oklahoma.....	577	50,414	58	52	508	51,764	51	53
South Dakota.....	174	17,342	81	44	201	16,862	90	43
Washington.....	31	17,381	56	53	44	16,930	73	51
Total.....	1,181	304,399	55	49	1,208	301,774	56	48

¹Of the 48 contiguous States, these States have 88 percent of all American Indian operating units.

²Technical assistance may be provided to noncooperators who have a few acres of land and a single problem that does not require extended attention from SCS.

Table 29c.—Recipients of SCS Technical Assistance, Oriental and White, 1971 and 1972

State ¹	1971				1972			
	Recipients		Recipients as Percentage of co-operators		Recipients		Recipients as percentage of co-operators	
	Oriental	White	Oriental	White	Oriental	White	Oriental	White
	No.	No.	Pct.	Pct.	No.	No.	Pct.	Pct.
California.....	260	19,217	37	46	261	19,557	38	47
Colorado.....	86	15,827	66	72	57	14,737	44	66
Idaho.....	66	10,934	43	49	64	10,891	40	50
Oregon.....	83	8,477	65	41	82	8,900	63	43
Utah.....	54	8,701	68	69	64	7,936	80	64
Washington.....	93	17,381	47	53	142	16,930	76	51
Total.....	642	80,537	46	53	670	78,951	48	52

¹Of the 48 contiguous States, these States have 85 percent of all Oriental operating units.

Contract Compliance

Section 3



RESPONSIBILITIES OF THE CONTRACT COMPLIANCE DIVISION

Companies that have been awarded contracts or subcontracts by the Federal Government are obligated to avoid employment discrimination based on race, color, religion, sex, or national origin. Further, such employers are required to take affirmative action to insure that applicants are employed, and that employees are treated in such a way that race, color, religion, sex, or national origin cannot enter into the personnel process.

Executive Order 11246 and various regulations thereunder were issued to implement this non-discrimination policy. The Department of Labor (DOL) and the Office of Federal Contract Compliance (OFCC) have assigned compliance responsibility for specific industries to the U.S. Department of Agriculture (USDA). Administering and enforcing the order, and securing adherence to the regulations, are the responsibilities of the Contract Compliance Division (CCD), Office of Equal Opportunity (OEO), USDA.

Specifically, the Contract Compliance Division is responsible for measuring the equal employment opportunity compliance of certain Government contractors.

To accomplish this mission, the Contract Compliance Division conducts an extensive and intensive field program of onsite compliance reviews of Government contractors' facilities. A contract compliance review consists of a comprehensive examination and analysis of employment policies, practices, and procedures to insure that each contractor completes the requirements detailed in the equal employment opportunity clause of Government contracts.

This report shows the scope of the activities of the Contract Compliance Division on the employment of minorities and women in 1972. Table 31 reflects the total number of employees, and total number of minority and female employees assigned to the USDA compliance universe.

Other data presented in the section include:

1. A tabulation of reviews conducted at contractor's facilities assigned to USDA for compliance responsibility by month and type of review within SIC codes during 1972;
2. A compilation of the number of Rural Electrification Administration (REA) facilities assigned for compliance reviews with employment data for both electric and telephone facilities;
3. A tabulation of the number and value of USDA construction projects (over \$10,000) assigned for compliance responsibility, by State and region, during 1972;
4. Labor force composition—1971 and 1972;
5. Analysis of review activities for 1972; and
6. Compliance review data—1972, compared with 1971 EEO-1 data.

Assignment

The assignment of Government contractor's facilities made to the U.S. Department of Agriculture is presented in this section by geographical area and by the Standard Industrial Classification (SIC) numbers as follows:

- 01—Commercial and Noncommercial Farms
- 07—Agricultural Services
- 20—Food and Kindred Products
 - 201 Meat Products
 - 202 Dairy Products
 - 203 Canned, Cured, and Frozen Foods
 - 204 Grain Mill Products
 - 205 Bakery Products
 - 206 Sugar
 - 207 Confectionery and Related Products
 - 208 Beverages
 - 209 Miscellaneous and Kindred Products

21—Tobacco Manufacturers

50—Wholesale Trade (includes 504 groceries and related products) and 505 farm products (raw materials)

54—Retail Food Stores

Additional assignments include the electric and telephone borrowers of the Rural Electrification Administration and construction contractors and subcontractors awarded federally funded, or federally assisted, construction contracts by agencies of the U.S. Department of Agriculture.

Supply Contractors

Total supply contractor facilities assigned (1971 EEO-1s) 18,571
Total employment of the supply contractors (1971 EEO-1s) 2,218,892

SIC 50 and 54 indicate that 11,531 or 62.1 percent of the facilities in the total assignment are located in the wholesale trade and retail food stores. However, the largest number of employees are located in SIC-20, food and kindred products. A total of 1,181,703 employees, or 53.3 percent, are located in this area.

Table 30 reflects the total number of supply contractor facilities assigned within the U.S. Department of Agriculture universe. The chart below reflects the ranking order of these facilities.

SIC category	Number of facilities	Number as percentage of total facilities
Total 54.....	9,788	52.7
Total 50.....	1,743	9.5
205.....	1,709	9.2
202.....	913	4.9
203.....	880	4.7
201.....	835	4.5
208.....	650	3.5
204.....	575	3.1
209.....	566	3.0
Total 01.....	289	1.6
Total 07.....	208	1.1
207.....	162	.9
Total 21.....	145	.8
206.....	108	.6

The supply contractor facilities included in SMSA areas are based on the Consolidated Analysis Centers, Inc. (C.A.C.I.), Arlington, Virginia, listing.

Geographically, California has the largest number of supply contractor facilities. The 10 States reflecting the largest number of facilities are as follows:

State	Number of Facilities
California	2,168
Texas	1,180
New York	1,109
Illinois	1,095
Pennsylvania	964
Florida	960
Ohio	954
Michigan	643
Missouri	537
Georgia	495

According to the SIC codes, employment is concentrated as follows:

SIC number	Industry	Number of employees	Number as percentage of total
Total 54	Retail food stores	696,554	31.4
201	Meat products	240,216	10.8
205	Bakery products	214,457	9.7
203	Canned, cured, and frozen foods	202,474	9.1
Total 50	Wholesale trade (includes 504 groceries and related products and 505 farm products raw materials)	185,190	8.3
208	Beverages	150,524	6.8
202	Dairy products	112,068	5.1
204	Grain mill products	98,532	4.4
209	Miscellaneous and kindred products	83,400	3.8
Total 21	Tobacco manufacturers	68,245	3.1
207	Confectionery and related products	54,769	2.5
Total 01	Commercial and noncommercial farms	47,538	2.1
Total 07	Agricultural services	39,662	1.8
206	Sugar	25,263	1.1

Table 30.—Number of Facilities Assigned to USDA for Compliance Responsibility, by Standard Metropolitan Statistical Areas (SMSA's) and Non-SMSA Areas Within 48 States and by SIC Codes

Standard Industrial Classification Codes																
State	Total 01	Total 07	201	202	203	204	205	206	207	208	209	Total 20	Total 21	Total 50	Total 54	Total all facilities
Alabama																
SMSA Areas.....	1	---	17	15	3	3	15	1	---	7	5	66	---	17	91	175
Non-SMSA Areas.....	4	2	17	6	5	5	9	---	1	2	2	47	1	13	23	90
Total.....	5	2	34	21	8	8	24	1	1	9	7	113	1	30	114	265
Arizona																
SMSA Areas.....	7	---	2	5	2	4	4	1	---	3	2	23	---	11	139	180
Non-SMSA Areas.....	11	4	---	---	---	2	---	---	---	---	1	3	---	1	22	41
Total.....	18	4	2	5	2	6	4	1	---	3	3	26	---	12	161	221
Arkansas																
SMSA Areas.....	1	2	3	2	3	6	22	---	---	3	3	42	---	10	25	80
Non-SMSA Areas.....	---	---	25	4	15	14	12	---	---	4	2	76	---	---	16	92
Total.....	1	2	28	6	18	20	34	---	---	7	5	118	---	10	41	172
California																
SMSA Areas.....	43	44	45	54	132	27	48	12	16	67	62	463	---	160	1,279	1,989
Non-SMSA Areas.....	16	5	8	16	39	2	1	2	3	2	2	75	---	9	74	179
Total.....	59	49	53	70	171	29	49	14	19	69	64	538	---	169	1,353	2,168
Colorado																
SMSA Areas.....	3	2	8	3	5	4	7	5	1	6	6	45	---	17	145	212
Non-SMSA Areas.....	1	---	6	1	1	1	1	9	---	---	2	21	---	1	38	61
Total.....	4	2	14	4	6	5	8	14	1	6	8	66	---	18	183	273
Connecticut																
SMSA Areas.....	5	1	3	8	3	---	7	---	1	7	2	31	2	16	177	232
Non-SMSA Areas.....	---	---	1	---	1	---	---	---	---	---	---	2	---	1	24	27
Total.....	5	1	4	8	4	---	7	---	1	7	2	33	2	17	201	259
Delaware																
SMSA Areas.....	---	---	---	1	4	1	---	---	---	---	---	6	---	2	29	37
Non-SMSA Areas.....	4	1	4	---	5	1	---	---	---	---	---	10	---	---	8	23
Total.....	4	1	4	1	9	2	---	---	---	---	---	16	---	2	37	60
District of Columbia																
SMSA Areas.....	2	5	4	9	---	---	4	---	---	6	4	27	---	16	264	314
Non-SMSA Areas.....	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Total.....	2	5	4	9	---	---	4	---	---	6	4	27	---	16	264	314

Table 30.—Number of Facilities Assigned to USDA for Compliance Responsibility, by Standard Metropolitan Statistical Areas (SMSA's) and Non-SMSA Areas Within 48 States and by SIC Codes—Continued

Standard Industrial Classification Codes															
Total 01	Total 07	201	202	203	204	205	206	207	208	209	Total 20	Total 21	Total 50	Total 54	Total all facilities
Florida															
18	16	16	27	20	11	14	5	---	24	19	136	7	42	463	682
23	19	6	2	19	2	1	2	1	9	3	45	---	10	181	278
41	35	22	29	39	13	15	7	1	33	22	181	7	52	644	960
---	5	15	12	9	3	43	1	5	15	14	117	---	30	163	315
5	5	30	5	8	15	13	---	1	7	13	92	1	7	70	180
5	10	45	17	17	18	56	1	6	22	27	209	1	37	233	495
---	1	---	1	3	---	1	---	---	---	1	6	---	3	11	21
9	1	1	7	16	1	---	3	---	---	2	30	---	6	28	74
9	2	1	8	19	1	1	3	---	---	3	36	---	9	39	95
Illinois															
6	3	37	31	37	40	69	---	28	26	49	317	1	110	493	930
8	---	13	12	12	17	28	---	3	2	10	97	---	12	48	165
14	3	50	43	49	57	97	---	31	28	59	414	1	122	541	1,095
---	2	6	15	11	11	63	---	2	12	9	129	---	33	150	314
8	---	11	7	8	5	34	---	2	1	3	71	1	7	53	140
8	2	17	22	19	16	97	---	4	13	12	200	1	40	203	454
5	1	14	8	---	16	13	---	2	6	12	71	---	22	103	202
7	1	31	10	4	24	4	---	---	---	7	80	---	2	95	185
12	2	45	18	4	40	17	---	2	6	19	151	---	24	198	387
Kansas															
1	---	8	3	---	6	3	---	---	2	6	28	---	7	33	69
1	---	8	6	2	14	7	1	---	1	2	41	1	6	44	93
2	---	16	9	2	20	10	1	---	3	8	69	1	13	77	162
Kentucky															
---	---	4	10	2	3	44	---	---	18	7	88	10	15	30	143
---	---	---	16	1	1	25	---	---	12	1	56	7	14	9	86
---	---	4	26	3	4	69	---	---	30	8	144	17	29	39	229

Louisiana		---	1	7	11	6	4	23	4	---	15	11	81	---	29	103	214
SMSA Areas.....		---	1	7	11	6	4	23	4	---	15	11	81	---	29	103	214
Non-SMSA Areas.....		4	1	5	3	3	3	5	20	1	6	6	52	---	7	38	102
Total.....		4	2	12	14	9	7	28	24	1	21	17	133	---	36	141	316
Maine		---	1	1	2	3	---	2	---	---	4	1	13	---	4	7	2
SMSA Areas.....		1	2	3	1	12	2	1	---	1	1	---	21	---	4	15	43
Non-SMSA Areas.....		1	3	4	3	15	2	3	---	1	5	1	34	---	8	22	68
Total.....		1	3	4	3	15	2	3	---	1	5	1	34	---	8	22	68
Maryland		---	---	5	10	3	3	10	1	1	12	7	52	---	17	85	154
SMSA Areas.....		---	3	10	5	11	4	2	---	---	3	---	35	1	4	24	67
Non-SMSA Areas.....		---	3	15	15	14	7	12	1	1	15	7	87	1	21	109	221
Total.....		---	3	15	15	14	7	12	1	1	15	7	87	1	21	109	221
Massachusetts		1	1	18	13	10	5	8	2	9	8	9	82	---	52	305	441
SMSA Areas.....		---	---	---	1	1	---	---	---	---	---	---	2	---	1	14	17
Non-SMSA Areas.....		---	1	18	14	11	5	8	2	9	8	9	84	---	53	319	458
Total.....		1	1	18	14	11	5	8	2	9	8	9	84	---	53	319	458
Michigan		---	2	16	18	14	5	115	3	1	23	10	205	---	34	291	532
SMSA Areas.....		---	---	---	5	28	7	26	3	---	1	---	70	---	4	37	111
Non-SMSA Areas.....		---	2	16	23	42	12	141	6	1	24	10	275	---	38	328	643
Total.....		---	2	16	23	42	12	141	6	1	24	10	275	---	38	328	643
Minnesota		---	1	16	19	8	19	9	---	5	12	9	97	---	48	130	276
SMSA Areas.....		3	---	17	33	22	10	3	3	---	4	5	97	---	14	32	146
Non-SMSA Areas.....		---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Total.....		3	1	33	52	30	29	12	3	5	16	14	194	---	62	162	422
Mississippi		---	1	5	3	1	1	5	---	---	2	3	20	---	7	24	52
SMSA Areas.....		---	5	20	9	2	3	11	---	---	6	14	65	---	18	21	109
Non-SMSA Areas.....		---	6	25	12	3	4	16	---	---	8	17	85	---	25	45	161
Total.....		---	6	25	12	3	4	16	---	---	8	17	85	---	25	45	161
Missouri		2	4	14	20	7	36	82	1	6	18	19	203	2	59	180	450
SMSA Areas.....		3	1	13	14	7	5	15	---	---	1	2	57	---	10	16	87
Non-SMSA Areas.....		5	5	27	34	14	41	97	1	6	19	21	260	2	69	196	537
Total.....		5	5	27	34	14	41	97	1	6	19	21	260	2	69	196	537
Montana		---	---	1	2	---	3	---	1	---	---	1	8	---	6	9	23
SMSA Areas.....		1	---	---	1	---	---	1	2	---	---	---	4	---	4	31	40
Non-SMSA Areas.....		---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Total.....		1	---	1	3	---	3	1	3	---	---	1	12	---	10	40	63
Nebraska		---	2	9	9	5	14	3	---	1	4	10	55	---	16	44	117
SMSA Areas.....		4	4	11	6	4	10	2	4	---	---	2	39	---	5	33	85
Non-SMSA Areas.....		---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Total.....		4	6	20	15	9	24	5	4	1	4	12	94	---	21	77	202

Table 30.—Number of Facilities Assigned to USDA for Compliance Responsibility, by Standard Metropolitan Statistical Areas (SMSA's) and Non-SMSA Areas Within 48 States and by SIC Codes—Continued

State	Standard Industrial Classification Codes														Total all facilities	
	Total 01	Total 07	201	202	203	204	205	206	207	208	209	Total 20	Total 21	Total 50		Total 54
Nevada																
SMSA Areas.....	---	1	---	3	---	---	---	---	---	2	1	6	---	2	34	43
Non-SMSA Areas.....	---	---	---	---	---	---	---	---	---	---	---	---	---	---	6	6
Total.....	---	1	---	3	---	---	---	---	---	2	1	6	---	2	40	49
New Hampshire																
SMSA Areas.....	---	---	4	1	---	---	1	---	---	1	---	7	---	2	11	20
Non-SMSA Areas.....	---	1	---	---	1	---	1	---	---	---	---	2	---	1	25	29
Total.....	---	1	4	1	1	---	2	---	---	1	---	9	---	3	36	49
New Jersey																
SMSA Areas.....	2	---	9	6	18	9	14	---	6	22	21	105	---	41	212	360
Non-SMSA Areas.....	1	---	---	4	5	---	3	---	1	4	4	21	---	10	96	128
Total.....	3	---	9	10	23	9	17	---	7	26	25	126	---	51	308	488
New Mexico																
SMSA Areas.....	---	---	2	2	---	---	1	---	---	1	1	7	---	5	17	29
Non-SMSA Areas.....	1	---	3	1	---	---	---	---	1	---	---	5	---	2	17	25
Total.....	1	---	5	3	---	---	1	---	1	1	1	12	---	7	34	54
New York																
SMSA Areas.....	3	4	24	37	53	22	30	5	8	50	21	250	6	131	515	909
Non-SMSA Areas.....	1	1	2	16	15	2	6	---	2	7	1	51	---	21	126	200
Total.....	4	5	26	53	68	24	36	5	10	57	22	301	6	152	641	1,109
North Carolina																
SMSA Areas.....	2	1	15	17	3	6	32	---	1	9	12	95	22	27	107	254
Non-SMSA Areas.....	8	3	17	9	10	7	12	---	---	10	1	66	11	20	87	195
Total.....	10	4	32	26	13	13	44	---	1	19	13	161	33	47	194	449
North Dakota																
SMSA Areas.....	---	---	3	2	---	---	1	1	---	1	---	8	---	4	9	21
Non-SMSA Areas.....	---	---	---	4	3	1	3	1	---	---	---	12	---	5	11	28
Total.....	---	---	3	6	3	1	4	2	---	1	---	20	---	9	20	49
Ohio																
SMSA Areas.....	5	3	19	38	19	11	242	1	2	34	15	381	2	79	296	766
Non-SMSA Areas.....	4	3	12	13	11	7	56	2	1	3	6	111	---	15	55	188
Total.....	9	6	31	51	30	18	298	3	3	37	21	492	2	94	351	954

Oklahoma	1	2	4	9	---	4	8	---	---	4	3	32	---	23	81	139
SMSA Areas.....	1	3	3	2	4	6	2	---	---	---	5	22	---	4	44	71
Non-SMSA Areas.....	2	5	7	11	4	10	10	---	---	4	8	54	---	27	125	213
Total.....																
Oregon	1	1	6	4	17	5	10	---	---	4	3	49	---	13	68	132
SMSA Areas.....	1	1	2	4	12	2	---	1	---	---	---	21	---	2	34	59
Non-SMSA Areas.....	2	2	8	8	29	7	10	1	---	4	3	70	---	15	102	191
Total.....																
Pennsylvania	5	5	38	27	27	16	91	3	25	30	14	271	20	87	443	831
SMSA Areas.....	3	2	8	8	5	3	15	---	---	---	4	42	5	8	72	133
Non-SMSA Areas.....	8	7	46	35	32	19	106	3	25	30	18	314	25	95	515	964
Total.....																
Rhode Island	---	---	1	---	---	---	3	---	1	2	1	8	---	5	53	66
SMSA Areas.....	---	---	---	---	---	---	---	---	---	---	---	---	---	---	10	10
Non-SMSA Areas.....	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Total.....																
South Carolina	---	---	1	---	---	---	3	---	1	2	1	8	---	5	63	76
SMSA Areas.....	1	---	5	2	1	---	2	---	---	6	1	17	1	14	49	82
Non-SMSA Areas.....	1	1	4	4	3	2	3	---	---	8	---	24	---	8	59	93
Total.....																
South Dakota	2	1	9	6	4	2	5	---	---	14	1	41	1	22	108	175
SMSA Areas.....	1	---	2	1	---	1	1	---	---	---	---	5	---	2	11	19
Non-SMSA Areas.....	---	---	4	2	---	---	3	---	---	---	---	9	---	4	15	28
Total.....																
Tennessee	1	---	6	3	---	1	4	---	---	---	---	14	---	6	26	47
SMSA Areas.....	2	1	17	16	4	16	52	---	4	12	16	137	4	29	78	251
Non-SMSA Areas.....	1	---	5	8	10	4	29	---	---	9	2	67	3	14	2	108
Total.....																
Texas	3	1	22	24	14	20	81	---	4	21	18	204	7	43	101	339
SMSA Areas.....	9	13	45	54	29	35	114	1	5	31	40	354	---	97	530	1,003
Non-SMSA Areas.....	7	2	10	7	5	12	13	1	1	3	9	61	---	8	99	177
Total.....																
Utah	16	15	55	61	34	47	127	2	6	34	49	415	---	105	629	1,180
SMSA Areas.....	---	1	1	6	3	4	4	1	2	2	2	25	---	10	52	88
Non-SMSA Areas.....	---	---	1	1	1	---	1	1	---	---	---	5	---	---	8	13
Total.....																
Vermont	---	1	2	7	4	4	5	2	2	2	2	30	---	10	60	101
SMSA Areas.....	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Non-SMSA Areas.....	---	---	1	1	1	2	---	---	---	---	---	5	---	4	20	29
Total.....																
SMSA Areas.....	---	---	1	1	1	2	---	---	---	---	---	5	---	4	20	29
Non-SMSA Areas.....	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Total.....																

Table 30.—Number of Facilities Assigned to USDA for Compliance Responsibility, by Standard Metropolitan Statistical Areas (SMSA's) and Non-SMSA Areas Within 48 States and by Sic Codes—Continued

		Standard Industrial Classification Codes															
State		Total 01	Total 07	201	202	203	204	205	206	207	208	209	Total 20	Total 21	Total 50	Total 54	Total all facilities
Virginia																	
	SMSA Areas.....	2	1	5	13	6	6	26	---	1	4	8	69	26	17	105	220
	Non-SMSA Areas.....	5	1	16	6	5	1	19	---	2	4	4	57	8	8	63	142
	Total.....	7	2	21	19	11	7	45	---	3	8	12	126	34	25	168	362
Washington																	
	SMSA Areas.....	2	1	8	11	12	3	10	---	3	5	6	58	---	20	161	242
	Non-SMSA Areas.....	6	3	4	8	39	---	---	---	---	2	1	54	1	7	49	120
	Total.....	8	4	12	19	51	3	10	---	3	7	7	112	1	27	210	362
West Virginia																	
	SMSA Areas.....	---	---	2	7	---	---	26	---	---	1	---	36	1	5	13	55
	Non-SMSA Areas.....	1	---	2	7	2	---	21	---	---	---	---	32	---	4	12	49
	Total.....	1	---	4	14	2	---	47	---	---	1	---	68	1	9	25	104
Wisconsin																	
	SMSA Areas.....	2	1	9	17	16	5	25	---	5	12	2	91	---	20	174	288
	Non-SMSA Areas.....	2	3	8	54	23	10	14	---	---	5	2	116	1	21	49	192
	Total.....	4	4	17	71	39	15	39	---	5	17	4	207	1	41	223	480
Wyoming																	
	SMSA Areas.....	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
	Non-SMSA Areas.....	---	---	---	---	---	---	---	4	---	---	---	4	---	1	22	27
	Total.....	---	---	---	---	---	---	---	4	---	---	---	4	---	1	22	27
Total SMSA area facilities.....		133	130	493	584	499	368	1,307	49	141	533	448	4,422	104	1,416	7,792	13,997
Total Non-SMSA area facilities.....		156	78	342	329	381	207	402	59	21	117	118	1,976	41	327	1,996	4,574
Total Facilities.....		289	208	835	913	880	575	1,709	108	162	650	566	6,398	145	1,743	8,788	18,571

Table 31.—Number of Minority and Female Employees Working in Supply Facilities Assigned to USDA for Compliance Responsibility, by SIC Codes and Job Category

Job category	Standard Industrial Classification Codes															Total employment
	Total 01	Total 07	201	202	203	204	205	206	207	208	209	Total 20	Total 21	Total 50	Total 54	
Total employees--	47,538	39,662	240,216	112,068	202,474	98,532	214,457	25,063	54,769	150,524	83,400	1,181,703	68,254	185,190	696,554	2,218,892
Minority----	23,300	13,558	58,708	10,444	51,667	15,680	35,210	7,075	13,977	21,461	19,155	233,377	18,345	30,231	75,936	394,747
Female-----	13,794	11,296	62,345	19,524	80,722	19,712	59,024	2,381	25,665	19,644	22,020	311,037	26,741	34,654	242,622	640,144
Total white collar-----	7,834	9,177	45,652	45,577	51,584	36,882	100,981	6,665	12,348	60,512	29,238	389,439	14,107	92,167	529,684	1,042,408
Minority----	653	531	1,613	2,281	3,301	1,550	6,371	549	780	5,294	1,699	23,438	1,106	4,560	45,105	75,393
Female-----	2,290	3,598	10,334	12,383	17,810	10,816	30,757	1,488	5,104	13,131	8,806	110,629	4,447	22,433	201,983	345,380
Total officials & managers-----	3,147	2,768	17,161	9,681	17,116	11,414	16,400	2,362	4,050	16,218	9,030	103,432	5,291	19,946	73,418	208,002
Minority----	354	165	651	188	863	251	775	101	211	632	390	4,062	290	652	3,862	9,385
Female-----	146	135	318	243	694	221	742	19	470	353	238	3,298	218	727	4,609	9,133
Total professionals-----	568	651	3,493	1,748	6,439	4,157	1,135	1,003	739	4,916	2,751	26,381	1,200	2,506	3,760	35,066
Minority----	35	25	67	71	356	145	73	95	42	256	172	1,307	43	131	189	1,730
Female-----	37	75	242	136	738	313	162	52	112	433	269	2,457	156	234	395	3,354
Total technicians-----	525	1,050	2,044	1,937	4,165	2,655	1,201	820	766	3,053	2,190	18,831	1,241	2,187	2,156	25,990
Minority----	61	33	128	124	407	199	69	104	57	312	278	1,678	118	128	182	2,200
Female-----	95	107	333	540	1,655	729	448	81	169	467	766	5,188	339	418	505	6,652
Total sales workers-----	1,244	675	9,080	19,642	6,133	6,795	69,875	234	2,622	19,836	5,886	140,103	1,012	41,857	407,471	592,362
Minority----	58	2	177	1,104	305	230	4,535	7	199	2,408	231	9,196	25	1,873	37,361	48,515
Female-----	58	27	294	1,436	261	125	19,693	7	908	144	62	22,930	47	1,946	163,223	188,231
Total office & clerical-----	2,350	4,033	13,874	12,569	17,731	11,861	12,370	2,246	4,171	16,489	9,381	100,692	5,363	25,671	42,879	180,988
Minority----	145	306	590	794	1,370	725	919	242	271	1,656	628	7,195	630	1,776	3,511	13,563
Female-----	1,954	3,254	9,147	10,028	14,462	9,428	9,712	1,329	3,445	11,734	7,471	76,756	3,687	19,108	33,251	138,010
Total blue collar ¹ -----	38,925	28,867	189,941	63,442	146,619	59,805	105,629	17,975	39,913	86,432	52,272	762,028	51,723	86,463	126,722	1,094,728
Minority----	22,441	12,461	55,704	7,797	46,995	13,637	25,271	6,309	12,211	15,282	16,668	199,874	15,952	23,398	21,910	296,036
Female-----	11,270	7,320	51,427	6,030	61,762	8,610	26,535	817	20,044	6,017	12,854	194,096	21,833	9,847	25,094	269,460

¹ Service employees are not included in the total blue collar employment figures.

Table 31.—Number of Minority and Female Employees Working in Supply Facilities Assigned to USDA for Compliance Responsibility, by SIC Codes and Job Category—Continued

Standard Industrial Classification Codes																
Job category	Total 01	Total 07	201	202	203	204	205	206	207	208	209	Total 20	Total 21	Total 50	Total 54	Total employment
Total craftsmen (skilled)-----	2,709	3,348	24,407	13,566	19,003	9,853	24,983	5,290	5,673	14,994	8,502	126,271	7,926	9,722	36,565	186,541
Minority-----	686	525	5,239	990	2,947	956	4,062	871	1,136	1,325	1,444	18,970	1,036	1,757	3,767	26,741
Female-----	100	471	932	279	1,032	94	1,359	24	904	270	152	5,046	725	389	2,129	8,860
Total operatives (semiskilled)-----	8,289	8,245	86,771	30,817	41,045	24,164	45,904	7,513	16,472	45,639	21,919	320,244	25,508	40,242	46,051	448,579
Minority-----	3,719	2,487	22,537	3,770	12,323	5,170	11,258	3,080	4,169	6,348	6,572	75,227	6,483	9,937	8,089	105,942
Female-----	1,339	2,229	19,427	1,504	11,955	1,974	11,891	365	8,099	2,435	4,336	61,986	13,874	3,203	13,282	95,913
Total laborers (unskilled)-----	27,927	17,274	78,763	19,059	86,571	25,788	34,742	5,172	17,768	25,799	21,851	315,513	18,289	36,499	44,106	459,608
Minority-----	18,036	9,449	27,928	3,037	31,725	7,511	9,951	2,358	6,906	7,609	8,652	105,677	8,433	11,704	10,054	163,353
Female-----	9,831	4,620	31,068	4,247	48,775	6,542	13,285	428	11,041	3,312	8,366	127,064	7,234	6,255	9,683	164,687
Total service workers-----	779	1,618	4,623	3,049	4,271	1,845	7,847	623	2,508	3,580	1,890	30,236	2,415	6,560	40,148	81,756
Minority-----	206	566	1,391	366	1,371	493	3,568	217	986	885	788	10,065	1,287	2,273	8,921	23,318
Female-----	234	378	584	1,111	1,150	286	1,732	76	517	496	360	6,312	461	2,374	15,545	25,304

Rural Electrification Administration (REA) Borrowers

The total number of REA borrowers is 1,965. Of this total, 301 employ more than 50 workers. These 301 facilities have been selected by the Contract Compliance Division for review.

Selected Coverage Assignment of Electric and Telephone Borrowers

Total Employment	Minority	Percent	Female	Percent
27,549	1,563	5.7	6,930	25.2
White collar Employees				
12,353	256	2.1	6,534	52.9
Blue collar Employees				
15,196	1,307	8.6	396	2.6

The majority of the facilities are located in the southeastern part of the United States (142). The Midwestern and Southwestern States contain a total of 64 facilities in each area. Thirteen are located in the western region, and 18 in the Northeast. The greatest number of electric and telephone borrowers are located in the States of Kentucky, Tennessee, Texas, Missouri and Georgia. No facilities are located in the States of Connecticut, Massachusetts, New York, Rhode Island, Nebraska, California, Nevada, or the District of Columbia.

A statistical breakdown reveals that minorities occupy only 5 professional, 8 official and managerial, 32 technician, and 211 office and clerical positions in all of the 301 facilities. No minority sales workers are found in these facilities. A further study indicates that females are located in all white collar categories. Females are primarily found in office and clerical positions (6,057); however, noted are 200 females occupying official and managerial positions, 116 holding positions as technicians, 99 as sales workers, and 62 as professionals.

Of the 1,307 minorities found in blue collar positions, 420 are laborers, 337 operatives, 287 craftsmen, and 263 service workers. Female representation is also found in all blue collar positions. The greatest number of blue collar females are in service worker positions (249). There are, however, 97 females in the operative category, 30 working as laborers, and 20 as craftsmen.

Construction

The total number of construction contracts (\$10,000 and over) entered into by agencies of the U.S. Department of Agriculture is broken down by the four agencies involved, and totals 2,197 contracts with a dollar value of \$382,484,000. The Farmers Home Administration has the most contracts (1,490) with the largest dollar value (\$246,127,000). The Southeast and Midwest have the most contracts (574 each), but the West has the greatest dollar value (\$95,466,000). The greatest number of contracts are in Mississippi (167), followed by Texas with 137. There are no construction contracts in Connecticut, the District of Columbia, and Rhode Island. Four other States have less than five contracts.

Table 32.—Number and Value of USDA Construction Contracts (over \$10,000) Assigned to USDA for Compliance Responsibility by State and Region and USDA Agency Awarding Contracts, Fiscal Year 1972

Region and State	Forest Service		Soil Conservation Service		Agricultural Research Service		Farmers Home Administration		Totals	
	Contracts	Value	Contracts	Value	Contracts	Value	Contracts	Value	Contracts	Value
	Number	Thou. dol.	Number	Thou. dol.	Number	Thou. dol.	Number	Thou. dol.	Number	Thou. dol.
Northeast										
Connecticut.....	---	---	---	---	---	---	---	---	---	---
Delaware.....	---	---	3	380	1	24	4	1,518	8	1,922
District of Columbia.....	---	---	---	---	---	---	---	---	---	---
Maine.....	1	122	5	340	1	394	51	16,751	58	17,607
Maryland.....	1	300	3	1,126	9	317	12	4,844	25	6,587
Massachusetts.....	---	---	2	95	---	---	---	---	2	95
New Hampshire.....	2	311	2	203	---	---	---	---	4	514
New Jersey.....	---	---	2	467	---	---	---	---	3	534
New York.....	---	---	2	158	3	52	37	12,213	42	12,423
Pennsylvania.....	2	355	2	1,386	1	50	46	9,619	51	11,410
Rhode Island.....	---	---	---	---	---	---	---	---	---	---
Vermont.....	6	474	---	---	---	---	---	---	6	474
West Virginia.....	7	1,759	2	1,089	---	---	26	3,560	35	6,408
Total.....	19	3,321	23	5,244	15	837	177	48,572	234	57,974
Southeast										
Alabama.....	6	129	6	718	1	35	50	5,643	63	6,525
Florida.....	7	665	1	22	2	47	42	7,407	52	8,141
Georgia.....	6	377	3	319	4	136	41	5,686	54	6,518
Kentucky.....	2	1,092	2	193	---	---	30	8,701	34	9,986
Mississippi.....	4	572	26	2,429	2	508	135	12,516	167	16,025
North Carolina.....	8	2,774	1	397	---	---	40	6,522	49	9,693
South Carolina.....	7	616	---	---	2	42	45	8,186	54	8,844
Tennessee.....	1	33	2	438	---	---	61	9,326	64	9,797
Virginia.....	5	2,903	4	2,018	1	24	27	4,901	37	9,846
Total.....	46	9,161	45	6,534	12	792	471	68,888	574	85,375

Table 32.—Number and Value of USDA Construction Contracts (over \$10,000) Assigned to USDA for Compliance Responsibility by State and Region and USDA Agency Awarding Contracts, Fiscal Year 1972—Continued

Region and State	Forest Service		Soil Conservation Service		Agricultural Research Service		Farmers Home Administration		Totals	
	Contracts	Value	Contracts	Value	Contracts	Value	Contracts	Value	Contracts	Value
	Number	Thou. dol.	Number	Thou. dol.	Number	Thou. dol.	Number	Thou. dol.	Number	Thou. dol.
Midwest										
Illinois.....	3	\$861	5	\$1,152	1	\$118	37	\$5,574	46	\$7,705
Indiana.....	2	265	4	461	---	---	---	---	6	726
Iowa.....	---	---	6	862	2	146	97	5,584	105	6,592
Michigan.....	19	2,408	1	23	3	453	28	7,471	51	10,355
Minnesota.....	16	1,831	3	68	---	---	39	5,322	58	7,221
Missouri.....	7	508	8	488	---	---	59	7,783	74	8,779
Nebraska.....	3	238	11	1,300	5	640	6	414	25	2,592
North Dakota.....	1	13	4	319	---	---	33	4,689	38	5,021
Ohio.....	3	317	---	---	---	---	24	7,209	27	7,526
South Dakota.....	4	408	4	560	---	---	30	3,707	38	4,675
Wisconsin.....	12	1,546	---	---	---	---	94	12,742	106	14,288
Total.....	70	\$8,395	46	\$5,233	11	\$1,357	447	\$60,495	574	\$75,480
Southwest										
Arkansas.....	3	\$1,830	2	\$821	---	---	31	\$3,317	36	\$5,968
Colorado.....	25	4,148	4	401	---	---	23	3,993	52	8,542
Kansas.....	---	---	7	767	3	137	19	3,385	29	4,289
Louisiana.....	9	629	5	1,775	5	292	52	5,373	71	8,069
New Mexico.....	8	4,740	1	39	---	---	11	1,737	20	6,516
Oklahoma.....	---	---	22	3,228	1	66	49	8,800	72	12,094
Texas.....	8	579	35	6,376	5	423	89	15,333	137	22,711
Total.....	53	\$11,926	76	\$13,407	14	\$918	274	\$41,938	417	\$68,189
West										
Arizona.....	20	\$4,882	---	---	3	\$188	3	\$2,028	26	\$7,098
California.....	38	6,539	9	3,111	3	109	19	8,859	69	18,618
Idaho.....	45	8,309	---	---	---	---	21	2,545	66	10,854
Montana.....	18	11,433	3	1,101	1	19	10	2,022	32	14,575
Nevada.....	4	1,619	---	---	---	---	---	---	4	1,619
Oregon.....	33	4,237	1	2,098	1	418	15	2,480	50	9,233
Utah.....	32	7,146	3	305	1	14	24	4,079	60	11,544
Washington.....	35	9,090	2	3,653	1	60	22	3,472	60	16,275
Wyoming.....	23	4,453	1	448	---	---	7	749	31	5,650
Total.....	248	\$57,708	19	\$10,716	10	\$808	121	\$26,234	398	\$95,466
Total facilities.....	436	\$90,511	209	\$41,134	62	\$4,712	490	\$246,127	2,197	\$382,484

Labor Force Composition 1971 and 1972

The following statistical information was obtained from 1971 and 1972 EEO-1 data.

	1971	1972	Percentage change
Total employees.....	252,320	242,950	-3.7
Total white.....	190,278	179,725	-5.5
Total minority.....	62,042	63,225	1.9
Total female.....	65,017	64,454	-.9

The largest increase of minority employees was in SIC-07 (agricultural services and hunting), 69.0 percent. The sharpest decline was -66.8 percent in commercial and noncommercial farms (SIC-01).

Job titles	Minorities	Females
Officials and managers.....	25.1	18.7
Professionals.....	11.8	9.3
Technicians.....	21.4	23.0
Sales workers.....	-9.2	-42.9
Office and clerical.....	14.9	-2.5
Total white collar.....	8.3	-7.3
Craftsmen.....	16.5	26.6
Operators.....	3.5	.07
Laborers.....	-6.2	4.8
Service workers.....	26.9	11.6
Total blue collar.....	1.0	4.0

Total employment increased from 1971 to 1972 in both white collar (1.0 percent) and blue collar (4.0 percent) job categories. Changes of minority and female employees by job categories (1971-1972) reflect a general increase for both minorities and females.

Review Activities, 1972

During 1972, 780 onsite compliance reviews were conducted in all the Standard Industrial Classifications (SIC's). A total of 242,950 employees were affected by these reviews, including 63,225 minority group employees and 64,454 females.

The preponderance of 1972 reviews was in SIC-20 (food and kindred products), containing 81.5 percent of the total supply facilities selected for review. Reviews were made in each of the industries represented in the food and kindred products group.

Sixteen pre-award reviews were made at facilities bidding for Government contracts of \$1 million or more; 12 reviews were conducted in response to official complaints; and 623 initial reviews and 129 followup reviews were conducted. For each review, a facility is required to have developed a written affirmative action program that analyzes the facility's work force, determines areas of underutilization of minority and female employees, and establishes goals and timetables (hires and promotions) to correct deficiencies. Excluded from these requirements are companies that employ fewer than 50 persons and those having no single contract exceeding \$50,000; 60 such facilities were reviewed during 1972. Contractors who were required but failed to provide an acceptable affirmative action program were issued "showcause" notices. Three such notices were issued in 1972. During the 30-day period allowed for mediation, conciliation, and other compliance-oriented activities following issuance of a "showcause" notice, each of the three contractors were persuaded through conciliation to develop an acceptable affirmative action program that placed them in compliance with the requirements of Title 41 CFR, Part 60-2, and their contractual obligations with the equal opportunity clause in Government contracts.

During 1972, as a direct result of the onsite review activities, contractors established 12-month goals and timetables (tables 34, 35, and 36) in their affirmative action programs that projected minority hires of 8,582, an average of 11 new hires at each of the 780 reviewed facilities. Of the projected minority hires, 1,824, or 21.3 percent, were in the white collar group with a greater number being projected for hire in the office and clerical, sales workers, and technicians categories. Minority hire projections into blue collar jobs were also significant, totaling 6,758. Projected minority promotions totaled 1,873.

Female hires were projected at 6,489, an average of 8 new hires at each of the 780 facilities reviewed. Of the projected female hires, 2,096, or 32.3 percent, were in the white collar group, with the greatest number in office and clerical, sales workers, and technicians categories. An estimated 4,390 females were projected for hire into blue collar jobs. A total of 1,403 promotions were projected for the year among female employees.

Table 33.—Reviews Conducted at Contractors' Facilities Assigned to USDA for Compliance Responsibility by Month and by SIC Codes, 1972

SIC code	Industry	Months																															
		January				February				March				April				May				June				July				August			
		Type of review				Type of review				Type of review				Type of review				Type of review				Type of review				Type of review							
		IR	FU	PA	C	IR	FU	PA	C	IR	FU	PA	C	IR	FU	PA	C	IR	FU	PA	C	IR	FU	PA	C	IR	FU	PA	C				
Total 01																																	
Total 07	Commercial farms	1	1																														
201	Agricultural services and hunting	5	1	2	1	1	5	4	1	2	1	8	1	12	1	1	1	6	1	1	1	2											
202	Meat	9	1	1	1		8	5	9	2	10	3	3	5	7	10	1	1	3	1	1	3	1										
203	Dairy	18	2	1			4	1			4	2	6	1	8			3	5	2	1	2	1	1									
204	Canned, cured, and frozen meats	4	1	1			1		1		2	1	5	2	1	5	5	3				3											
205	Grain mill	4	3			6	17	5	9	2*	13	4	11	3	13	1	7					7											
206	Bakery																																
207	Sugar	3		1			1		4		6	1	5		1		2	1				2											
208	Confectionery	3	3	1	6		10		6		1	7	9	2	1	11	2	4	1			4	1										
209	Beverag	2		2	1		9	2	2		4	1	11	2	9	5	1	5	1			5	1										
Total 20	Miscellaneous food	48	9	3	4	18	3	55	17	1	33	4	2	1	54	13	1	63	15	1	1	65	14	1	1	31	16	1					
Total 21	Food and kindred products			1					1																								
Total 50	Tobacco	1																															
	Groceries and related products and farm products-raw materials.	1		2			4				5	1	30		14	1	12																
Total 54	Food stores			1			2						1		1																		
Total other																																	
Total 491	REA telephone borrowers	3			1				4		20			2																			
Total construction	Construction	1									1																						
Totals		54	10	3	5	22	3	—	1	62	17	—	1	38	4	2	1	83	14	1	—	101	15	1	1	84	17	1	1	45	16	1	—

Table 33.—Reviews Conducted at Contractors' Facilities Assigned to USDA for Compliance Responsibility by Month and by SIC Codes, 1972—Continued

SIC code	Industry	September		October			November			December			Total reviews						Total	Minority	Female																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
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¹IR—Initial review—first visit to contractor's facility by USDA staff members.

²FU—Follow-up review—any visit to contractor's facility after initial review.

³PA—Pre-award review—onsite visit to contractor's facility prior to awarding of a Government contract of \$1 million or more.

⁴C—Complaint—onsite visit to contractor's facility upon direction from OFCC of formal complaint of discrimination from an applicant, employee, or organization.

**Table 34.—Affirmative Action Program Goals as Projected for a 12-Month Period from Contractors Reviewed During 1972,
by SIC Codes**

SIC codes	Number of reviews	Minorities		Females	
		Projected hires	Projected promotions	Projected hires	Projected promotions
Total 01-----	15	735	23	233	9
Total 07-----	10	54	1	5	0
201-----	70	771	269	718	126
202-----	84	568	90	260	35
203-----	85	1,403	218	1,245	187
204-----	54	478	118	367	59
205-----	117	1,381	492	984	435
206-----	9	123	20	13	4
207-----	28	505	133	715	215
208-----	82	655	90	240	40
209-----	70	814	167	827	134
Total 20-----	599	6,698	1,597	5,369	1,235
Total 21-----	6	102	17	116	26
Total 50-----	96	810	190	580	66
Total 54-----	8	60	14	129	20
Total other-----	1	5	0	1	0
Total 491-----	43	118	31	56	47
Total Construction-----	2	0	0	0	0
Grand total-----	780	8,582	1,873	6,489	1,403

**Table 35.—Affirmative Action Program Goals as Projected for a 12-Month Period for Minorities, by Job Category
(from Contractors Reviewed During 1972)**

Review date	Officials & managers		Professionals		Technicians		Sales workers		Office and clerical		Craftsmen (skilled)		Operatives (semi-skilled)		Laborers (unskilled)		Service workers	
	H ¹	P ²	H	P	H	P	H	P	H	P	H	P	H	P	H	P	H	P
January-----	14	8	5	0	8	4	51	0	29	14	23	31	141	114	729	69	84	5
February-----	8	11	8	0	9	0	26	7	29	8	11	17	18	40	103	7	5	0
March-----	21	16	5	0	5	2	116	7	81	12	78	61	426	111	384	0	7	0
April-----	12	22	6	2	12	0	75	4	95	11	34	28	143	100	544	58	5	5
May-----	13	9	3	0	8	1	54	9	54	3	32	81	165	69	477	27	42	7
June-----	21	16	15	3	15	4	57	6	129	18	31	20	155	77	471	138	84	9
July-----	24	12	20	3	13	12	85	5	145	14	57	35	93	116	444	18	71	31
August-----	16	7	13	0	10	1	114	13	78	12	37	17	519	52	384	8	21	1
September-----	14	7	28	11	1	0	10	3	94	20	14	4	59	40	450	41	6	2
October-----	9	13	5	1	8	0	71	5	40	10	11	2	45	38	157	18	11	2
November-----	2	2	1	0	1	0	23	5	15	0	16	3	32	6	67	12	19	0
December-----	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total-----	154	123	109	20	90	24	682	64	789	122	344	299	1,796	763	4,210	396	408	62

¹Hires.

²Promotions.

Table 36.—Affirmative Action Program Goals as Projected for a 12-Month Period for Females, by Job Category
(from Contractors Reviewed During 1972)

Review date	Officials & managers		Professionals		Technicians		Sales workers		Office and clerical		Craftsmen (skilled)		Operatives (semi-skilled)		Laborers (unskilled)		Service workers	
	H ¹	P ²	H	P	H	P	H	P	H	P	H	P	H	P	H	P	H	P
January-----	3	1	3	0	3	0	14	0	7	5	1	0	64	40	460	15	15	9
February-----	6	7	8	1	9	1	8	1	34	15	0	1	29	34	56	0	1	0
March-----	6	6	1	1	5	0	245	4	95	24	21	19	330	80	273	16	15	1
April-----	6	19	1	2	10	0	62	18	155	42	5	12	38	56	332	38	24	3
May-----	2	4	1	0	2	0	23	1	61	6	9	175	45	52	792	24	3	0
June-----	6	10	7	3	19	4	32	1	372	31	1	6	60	28	326	77	18	0
July-----	5	10	16	3	9	8	37	0	278	25	1	15	18	52	245	11	40	37
August-----	2	10	5	5	5	4	59	2	96	15	9	5	65	26	357	8	13	2
September-----	6	7	15	8	2	1	2	0	147	20	3	21	29	48	541	62	4	2
October-----	6	2	2	1	6	1	87	2	64	18	0	3	5	42	41	15	1	1
November-----	1	5	0	1	0	0	24	0	19	3	2	2	10	3	30	3	58	1
December-----	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total-----	49	81	59	25	70	19	593	29	1,328	204	52	259	693	461	3,453	269	192	56

¹Hires.

²Promotions.

Comparison of Compliance Review Data for 1972 with 1971 EEO-1 Data

The Contract Compliance Division conducted 780 onsite compliance reviews during 1972. These facilities employed 3.7 percent less employees than in 1971. Employment of whites at these facilities decreased 5.5 percent, minority group employment increased 1.9 percent, and female employees decreased .9 percent.

Employment	1971	1972	Percentage change
Total.....	252,320	242,950	-3.7
White.....	190,278	179,725	-5.5
Minority.....	62,042	63,225	1.9
Female.....	65,017	64,454	-.9

Total employment obtained as a result of onsite compliance reviews conducted in 1972 was 242,950 as compared to 252,320 from 1971 EEO-1 data for the same facilities. In 1972, total white employment was 74.0 percent of the total employment at the facilities reviewed, while in 1971 white employment was 75.4 percent. Minority employment was 26.0 percent of the total employment in 1972, an increase of 1.9 percent over the 1971 total minority of 24.6 percent. Female employment, as part of the total employment in each year, increased from 25.8 percent in 1971 to 26.5 percent in 1972.

Employees	Onsite reviews, 1972	Percentage change of total	EEO-1 data, 1971	Percentage change of total
Total.....	242,950		252,320	
White.....	179,725	74.0	190,278	75.4
Minority.....	63,225	26.0	62,042	24.6
Female.....	64,454	26.5	65,017	25.8

Employment in the white collar group of jobs showed declines in total employment (-9.6 percent), white (-11.0 percent), and female (-7.3 percent; but minority showed an increase (8.3 percent). Total employment declined in the professional, and office and clerical job categories; white employment declined in professional, sales worker, and office and clerical job categories; minority employment decreased only in office and clerical job categories while female employment decreased in sales worker, and office and clerical categories. The percentage change in employment (1971-72) within the white collar area by job categories is as follows:

Job category	Total employment	White	Minority	Female
Officials and managers.....	2.2	1.0	25.1	18.7
Professionals.....	.6	-.2	11.8	9.3
Technicians.....	3.7	1.2	21.4	23.0
Sales workers.....	-25.6	-26.9	-9.2	-42.9
Office and clerical workers.....	-3.1	-5.1	14.9	-2.5
White collar.....	-9.6	-11.0	8.3	-7.3

The blue collar jobs total and white employment at the facilities reviewed in 1972 showed an overall decline. The only decline noted in specific job categories for minorities and females were in minority laborers (-6.2 percent). The percentage change in employment (between 1971 and 1972) within the blue collar area by job categories is as follows:

Job category	Total employment	White	Minority	Female
Craftsmen.....	3.6	.7	16.5	26.6
Operatives.....	-2.1	-4.6	3.5	.07
Laborers.....	-1.5	3.0	-6.2	4.8
Service workers.....	23.8	20.8	26.9	11.6
Blue Collar.....	.1	-.4	1.0	4.0

Employment within specific SIC codes fluctuated widely when the 1972 data from facility reviews was compared with 1971. All groups within SIC 01 (commercial and noncommercial farms) declined moderately while all groups in SIC 21 (tobacco manufacturing) increased moderately. Increases were general in SIC 20 (food and kindred products); SIC 54 (retail food stores) decreased sharply, while SIC 203 (canned, cured, and frozen foods), SIC 206 (sugar), and SIC 208 (beverages) showed increased employment in all groups of employees.

SIC code	Total employment	White	Minority	Female
01.....	-48.5	-25.6	-66.8	-36.8
07.....	32.1	9.4	69.0	30.9
201.....	-5.8	-9.3	.8	-5.8
202.....	-2.5	-2.7	-1.6	1.7
203.....	10.1	5.5	18.0	17.7
204.....	-2.4	-4.2	6.1	-4.4
205.....	-8.8	-11.0	-1.2	-4.9
206.....	16.0	15.9	16.5	24.8
207.....	1.4	4.6	-4.1	.4
208.....	14.3	14.5	13.2	12.0
209.....	-.9	-4.2	10.9	8.0
20.....	.1	-1.8	6.0	3.1
21.....	4.5	2.3	9.4	3.2
50.....	-7.5	-9.7	.8	-7.1
54.....	-61.6	-63.5	-44.4	-58.6
Other.....	-22.4	-21.9	-50.0	-33.3
REA.....	0.0	0.0	0.0	0.0
Construction.....	0.0	0.0	0.0	0.0
Total.....	-3.7	-5.5	1.9	-.9

Federal Women's Program

Section 4



BACKGROUND

Fifty-one percent of the U.S. population is female. Despite this reality, women "have not gained full equality within the market in the choice of jobs, opportunities for advancement, and other matters related to employment."¹ Over the last decade, women's earnings have consistently accounted for 25 percent of total U.S. personal income. An economic contribution of this magnitude is hardly pin money. And those who produce it are hardly supplemental workers.²

Women who are concerned about sex discrimination in employment are a growing and relevant group to whom response must be made. The concern for upgrading the status of women in American society was reflected by the action of the United States Congress in passing the Equal Rights Amendment (March 1972) after years of concerted effort, and more recently reflected by President Nixon in his economic report which was transmitted to Congress on January 1973.

Job bias costs American women tens of billions a year in foregone wages, and costs the Nation as a whole billions more in lost economic output. Job discrimination against women has three major dimensions:

1. Lower average pay—however measured
2. Higher unemployment—however measured
3. Underemployment at every educational level

A study of labor force trends indicates that by most measures, little progress toward closing these gaps has been made over the past 12 years. In fact, as the President's economic report concludes, the earnings gap between men and women who are full-time workers has not decreased since 1956. Meanwhile, more and more families are vitally dependent on the earnings women to maintain their upward trend in living standards, or merely to avoid poverty.³

According to the Bureau of Labor Statistics, a full-time female worker earns 5 percent of what her male counterpart makes, down from 64 percent 15 years ago. The charts show clearly that the earnings gap between males and females is substantial, whether measured by occupation, education, or age. The gaps opened wider during the sixties as men increased earnings by 60 percent, while women achieved only a 43-percent gain.⁴

Since 1950, 16 million women have joined the civilian labor force, making a 1970 total of 32 million, compared with only 7 million men. A significant proportion of these women are their families' breadwinners, according to a 1970 report by the Bureau of the Census. Of the 44 million husband-wife families counted in 1970, wives were the main income recipients in 3.2 million families (7.4 percent of the total).

In many cases, the married woman's income spells the difference between poverty and middle class. Over 14 percent of all families with only one breadwinner fall below the poverty line, whereas fewer than 4 percent of all families where both husband and wife work fall into the poverty category. On the other hand, where the wife works, 30 percent of the families enjoy incomes over \$15,000 annually. By contrast, where the wife does not work, fewer than 20 percent of the families have achieved that standard of living. Yet, despite these glaring statistics, women remain high on the unemployment list, and have median incomes comparatively less than men.

¹ President Nixon's Economic Report, "Economic Role of Women," transmitted to Congress, January 1973.

² *Business in Brief*, "Sex Discrimination in the Labor Force," February 1973.

³ See footnote 2.

⁴ See footnote 3.

FIGURE 7

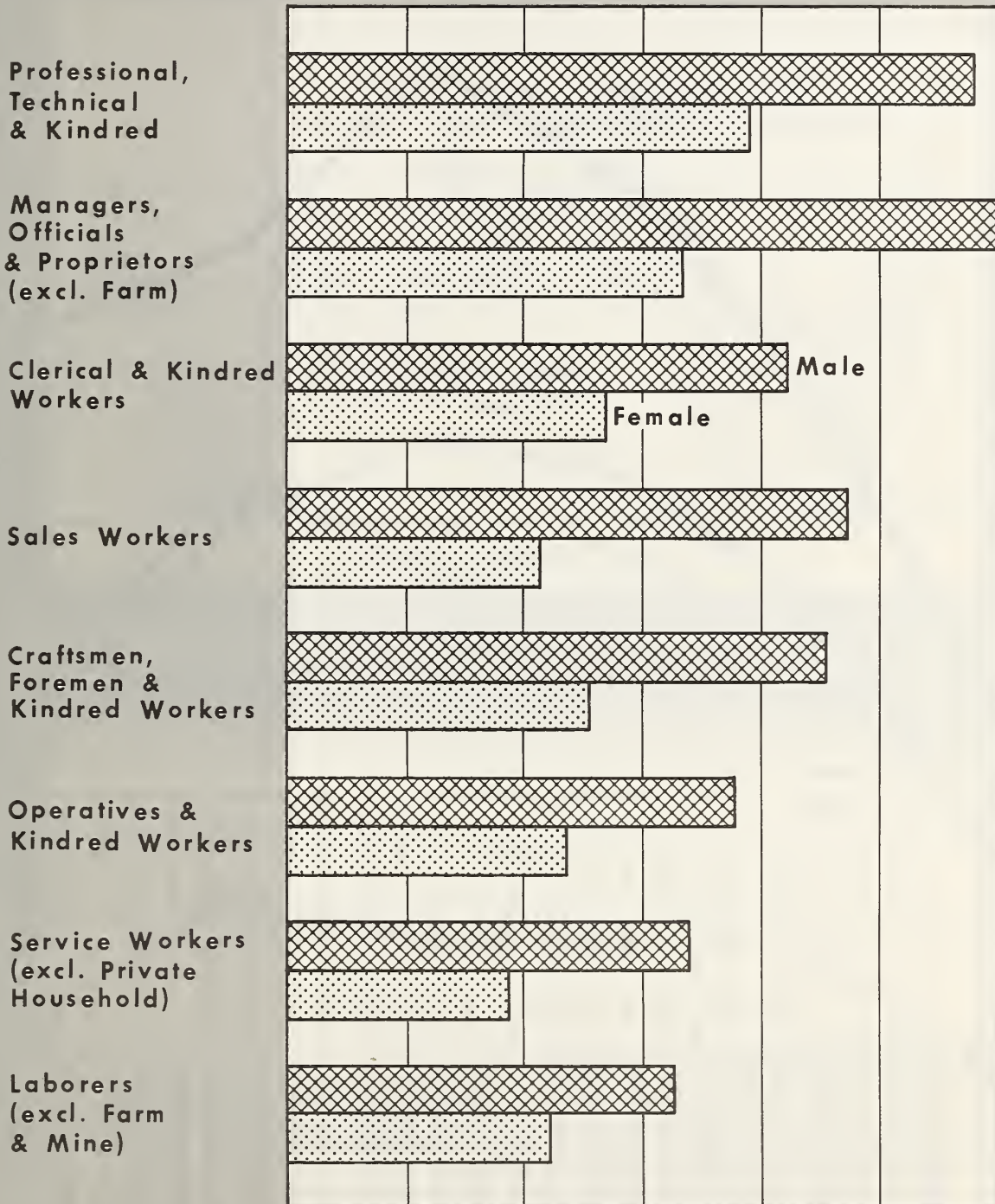
MEDIAN INCOME OF WOMEN AND MEN, 1970

Year-Round and Full-Time Workers

BY OCCUPATION*

Thousands of dollars

0 2 4 6 8 10 12



*Excludes Farm Workers & Managers and Private Household Workers
(U.S. Departments of Labor and Commerce, Conference Board)

FIGURE 8

ANNUAL INCOME BY AGE FOR MALE AND FEMALE HIGH SCHOOL AND COLLEGE GRADUATES

Thousands of dollars *

Ratio scale

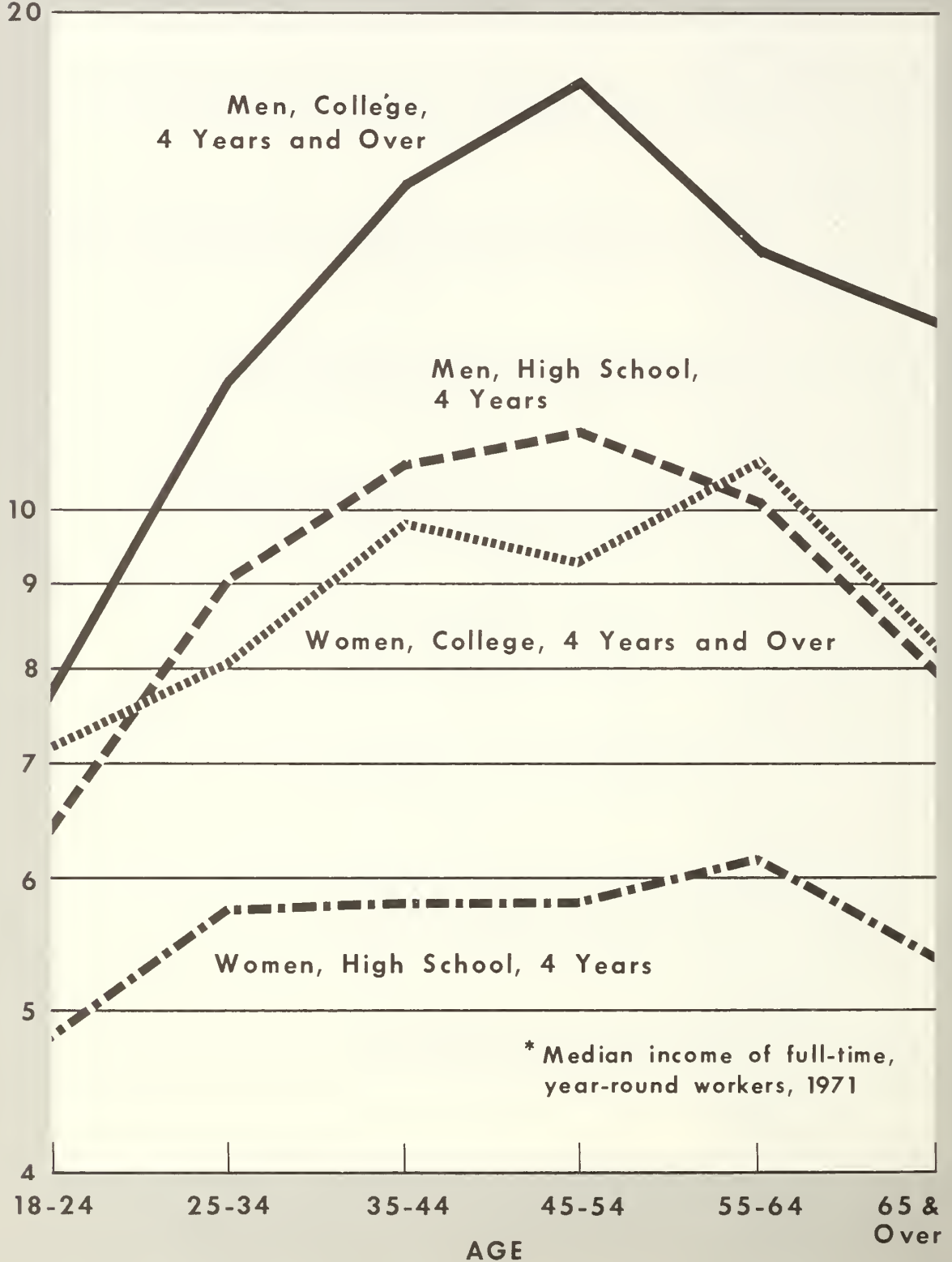
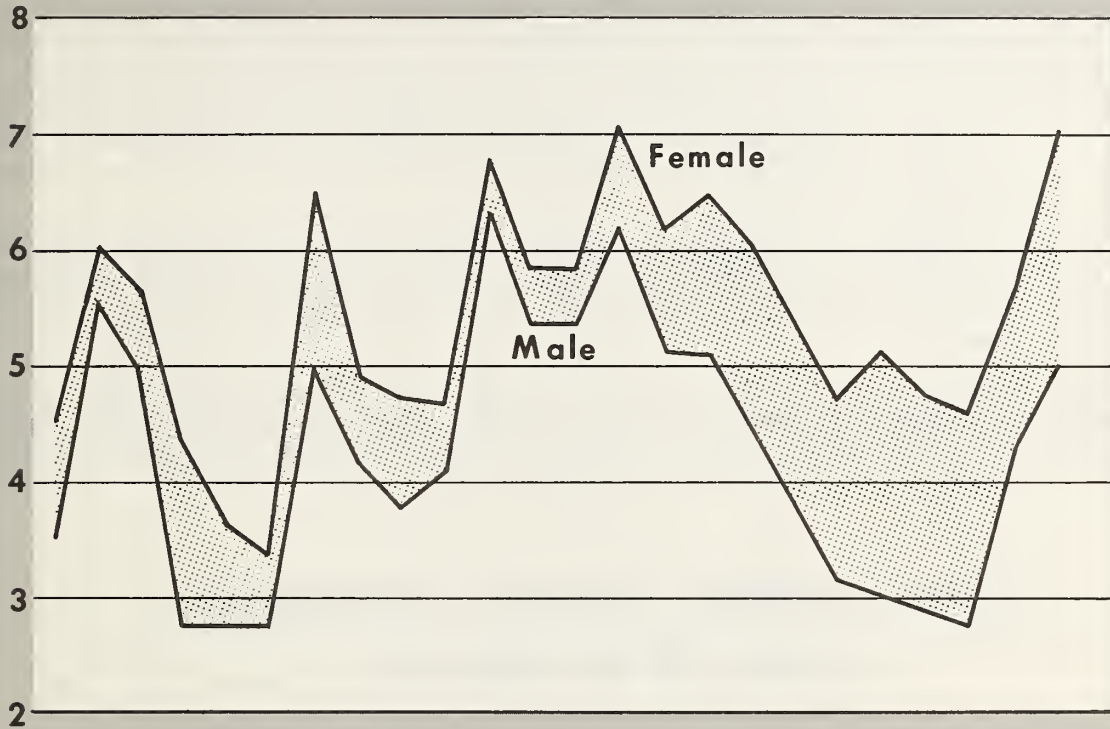


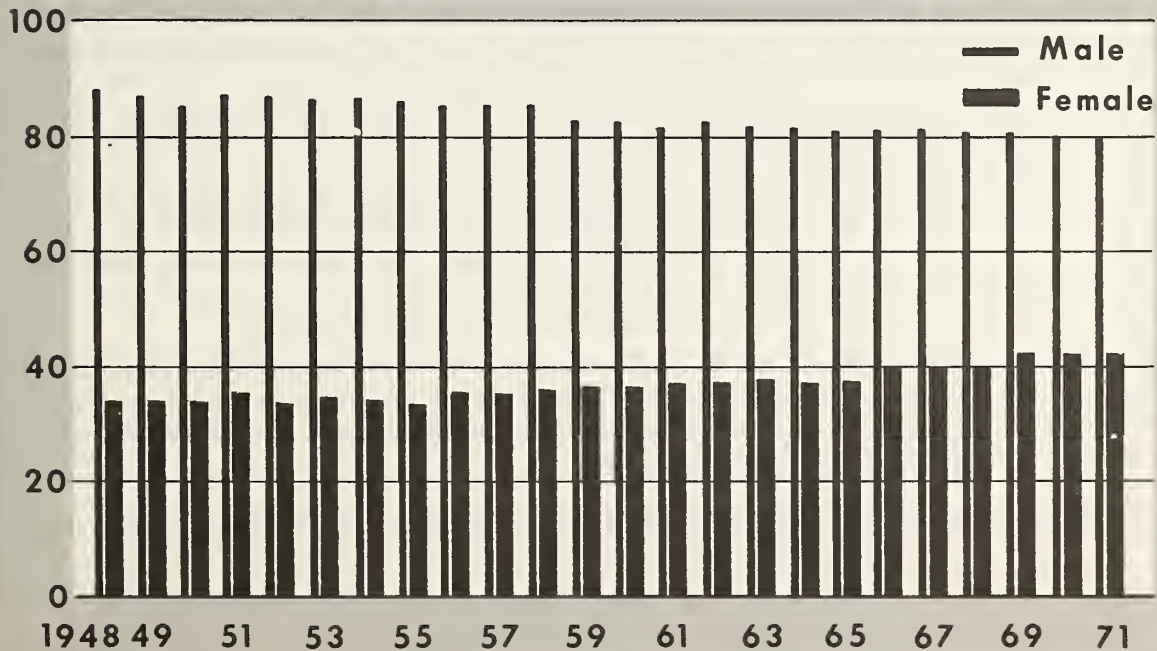
FIGURE 9

UNEMPLOYMENT AND LABOR FORCE PARTICIPATION

Percent unemployed



Percent in labor force



(Bureau of Labor Statistics)

Program Policy—What is the Federal Women's Program?

In November 1967, the Civil Service Commission, acting in response to Executive Order 11375 (amending Executive Order 11246) established the Federal Women's Program (FPM713-2-6(c)) and asked each agency to implement the equal employment opportunity program for women. On August 8, 1969, President Nixon issued Executive Order 11478, making the policy against sex discrimination an integral part of the overall governmentwide ban against discrimination on the bases of race, color, religion, and national origin.

The Executive order does not divide or compartmentalize. It does not give managers the rights to choose which facts they feel are important and ignore the ones they feel are irrelevant. It assigns agency heads the overall responsibility for the total EEO program, and it assigns the Civil Service Commission guidance and leadership responsibility.¹ Yet, the emphasis on equal rights for women in the Federal structure has not been as effectively implemented as it should have been under Executive Order 11478.

In March 1972, President Nixon signed Public Law 92-261. This law makes it mandatory that there be total integration of equal employment opportunity into every aspect of personnel practices and policies in the selection, placement, training, and advancement of all civilian employees of the Federal Government.

The Federal Women's Program seeks to identify, analyze, and alleviate practices and procedures which perpetuate discrimination against women. In addition, it aims to achieve equal opportunity for women in every personnel management policy and practice, including recruitment, selection, placement, promotion, counseling, training, and career development.

USDA'S FEDERAL WOMEN'S PROGRAM— WHY DO WE NEED IT?

On November 16, 1971, Secretary Hardin issued Secretary's Memorandum No. 1756 establishing the Office of Equal Opportunity and setting up USDA's Federal Women's Program as is reflected in DPM 713-2-6(c). USDA's Federal Women's Program, just like the Government-wide program, seeks to interpret statistics in order to identify current and potential problem areas, alleviate practices and procedures which perpetuate discrimination against women, oversee the upward mobility of women in general and the placement of women in more key policy and programs positions. USDA's Federal Women's Program coordinator is responsible for implementing the above stated program objectives and for advising the Director of USDA's Office of Equal Opportunity on the special concerns of women employees and applicants.

Traditional attitudes about working women have and continue to pose barriers to their employment and advancement in USDA. These views include such myths that certain jobs are for men only, that women are not really interested in careers, that women do not really need to work, and that women do not make good supervisors. Despite the fact that these myths have been disproved, they continue to have an impact on equal opportunity for all women employees.

Although some progress has been made in USDA, women, who represent nearly one-third of our total work force, are still concentrated in the lowest grade levels. For example, only 518 of those employees (20,576) in grades GS-12 to GS-18 are women. The majority of the women are still in clerical positions with limited advancement potential.

¹*Public Administration Review*, "The Federal Woman's Program," Helene Markoff, March/April 1972, Volume 32, No. 2.

The table below reflects the situation in USDA as of October 1971.

USDA Employees, by Sex and Grade

Grade	Women		Men	
	Number	Percentage of total	Number	Percentage of total
	<i>Number</i>	<i>Percent</i>	<i>Number</i>	<i>Percent</i>
1	102	.5	67	.1
2	471	2.0	607	.9
3	2,428	12.0	1,614	2.5
4	5,408	27.0	2,372	4.0
5	5,807	29.0	4,675	7.0
6	1,840	9.0	2,704	4.0
7	2,144	10.0	11,572	18.0
8	182	.9	759	1.2
9	915	4.5	11,726	18.0
10	17	.08	152	.2
11	431	2.0	11,375	17.7
12	290	1.4	8,101	12.6
13	149	.7	4,808	7.5
14	64	.3	2,279	3.5
15	12	.05	1,181	1.8
16	3	.01	159	.2
17	0	0.0	46	.07
18	0	0.0	24	.03

Source: Office of Personnel, U.S. Department of Agriculture, October 1971 Staff Report.

Furthermore, the average grade for USDA women (5.2) did not change between 1970 and 1971, whereas the average grade of male employees increased from 9.11 to 9.14 (0.3 percent).

Moreover, the amount of occupational segregation on the basis of sex is still great. Women by far fare worse than their male counterparts, despite the fact that they are represented in all occupational groups except for 1200 in the copyright and patent occupational group. Out of a total of 41,811 positions in grades GS-1 through GS-7, 18,500, or 43.5 percent are occupied by women and 23,611, or 56.5 percent are occupied by men. In grades GS-7 through GS-12, out of a total of 47,664 positions, 3,979, or 8.3 percent are occupied by women and 43,685, or 91.7 percent are occupied by men. Finally, out of a total of 8,725 positions in grades GS-13 through GS-18, 288 or 2.6 percent, are occupied by women and 8,427, or 97.4 percent are occupied by men.

The table below reveals the occupational situation in USDA, October 1970 through 1971.

**Number of Men and Women in Full-time General Schedule Jobs by Occupational Groupings,
All Areas, October 1970 and 1971**

Occupational groups	Men				Women			
	All occupations		Professional occupations		All occupations		Professional occupations	
	1970	1971	1970	1971	1970	1971	1970	1971
Total	No. 62,501	No. 64,221	No. 28,540	No. 29,276	No. 20,305	No. 20,263	No. 773	No. 794
Social science, psychology and welfare	1,242	1,328	1,028	1,090	67	68	58	59
Personnel administration and industrial relations	483	524			734	754		
General administration, clerical and office service	5,002	5,010			14,059	13,895		
Biological sciences	28,250	29,254	18,303	18,828	790	785	272	279
Accounting and budget	1,656	1,688	1,012	1,016	1,855	1,855	65	71
Medical, hospital and dental	48	14	58	3	17	17	16	15
Veterinary medical science	2,131	2,122	2,131	2,121	26	27	26	27
Engineering and architecture	7,736	7,857	3,352	3,490	95	112	13	15
Legal and kindred	275	284	206	212	317	325	11	11
Information and applied arts	566	580			247	254		
Business and industry	1,846	1,916			311	323		
Copyright, patent	8	9	8	9				
Physical sciences	2,225	2,246	1,745	1,773	498	489	211	209
Library	72	87	31	39	111	125	41	42
Mathematical and statistical	582	574	526	530	683	668	47	45
Equipment, facilities and services	198	194			14	13		
Education	344	361	160	164	19	29	12	21
Investigation	6,737	7,030			265	206		
Commodity quality control	2,279	2,339			56	74		
Supply	308	307			88	93		
Transportation	177	170			40	45		
Miscellaneous	336	327		1	13	6	1	

Source: Office of Personnel, U.S. Department of Agriculture, October 1971 Staff Report.

The above statistics, while not exhaustive, do reflect the general position of the 20,263 women employees in USDA. Based on these figures the answer to the question, "Why do we need a Federal Women's Program?" appears obvious.

What Can the Federal Women's Program Do For You?

The Federal Women's Program can—

1. Encourage the recruitment and hiring of qualified women, particularly in those administrative and professional career fields where they are so poorly represented.
2. Identify jobs that could be restructured to expand or bypass dead end positions, and create "cross-over" positions.
3. Be a focal point for change—encourage part-time employment, encourage job training or re-training.
4. Counsel women about chances for advancement either through promotion, training, or job reassignment. Encourage them to plan a career rather than flounder.
5. Review the merit promotion plan and other such special personnel plans to assure that requirements, practices, and procedures support the Federal Women's Program objectives and do not have a discriminatory impact in actual operation.
6. Use the concept of upward mobility at all levels.
 - a. Help women already qualified for higher level work obtain it.
 - b. Train women to do higher level work. Then place them in jobs that offer advancement in line with their abilities and ambitions.
7. Call management's attention to any inequities in opportunity.
8. Publicize achievements of women in USDA.
9. Keep the Federal Women's Program prominent by publicizing statistical information such as number of women at each grade compared to total population in that grade, number of women in formal training programs, number of women receiving performance awards and recognition.
10. Explain the role of the Department's Federal Women's Program coordinator in the EEO complaint procedure.

In summary, USDA's Federal Women's Program seeks to guarantee to all women employees equal opportunity with men in all facets of employment and "equal pay for equal work."

Disadvantaged Business Development

SBA SECTION 8(a) PROGRAM

Section 5



COORDINATED BY THE OFFICE OF PLANT AND OPERATIONS,
U. S. DEPARTMENT OF AGRICULTURE

OFFICE OF PLANT AND OPERATIONS

Disadvantaged Business Development

The Office of Plant and Operations (OPO) coordinates a program designed to assist eligible disadvantaged firms not yet able to compete effectively in the "economic mainstream" toward the goal of self-sufficiency. The program is designed to channel Government purchases to disadvantaged persons by negotiating contracts with the Small Business Administration (SBA) for supplies, services, and construction. SBA then subcontracts these procurement activities to an eligible contractor.

The Office of Plant and Operations assists agencies through the following efforts:

1. Publishing procurement information concerning this program so the agencies can become actively engaged in this area of contracting. Plant and Operations Handbook No. 7 entitled "Disadvantaged Business Development, The 8(a) Program" has been published and distributed to agency procurement offices.
2. Attending and coordinating agency attendance at minority procurement conferences held in major cities of the United States. During fiscal year 1972, the Department participated in five conferences designed to make the procurement needs of the various agencies known to minority businessmen so that they may participate competitively or become involved with the 8(a) program.
3. Participating as a member of the Washington Minority Business Opportunity Committee. The purpose of the committee is to exchange information among Federal agencies that will assist the growth of minority business enterprise.
4. Providing coordination with SBA whenever agencies request assistance with special problem areas of the 8(a) program.

This year the Office of Plant and Operations coordinated an effort to assist Spanish-speaking businessmen to become familiar with Department procurement, grant, and loan programs. Twenty workshops, organized by State rural development committees, attracted 430 Spanish-speaking businessmen in the States of California, Arizona, New Mexico, Texas, and Colorado.

SBA Contracts Awards in Fiscal Year 1972

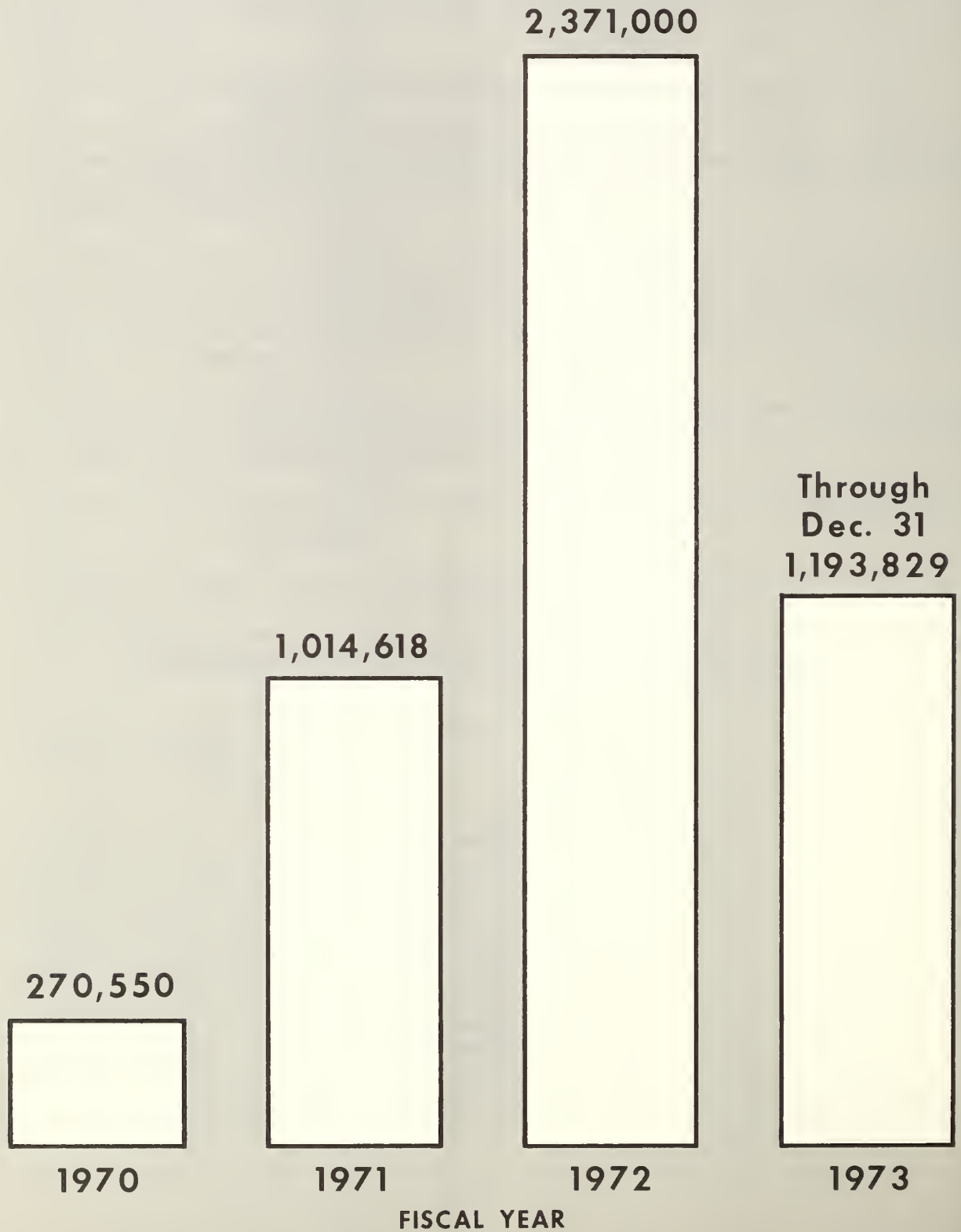
Type of activity	Location	Ethnic group	Contract amount
Roadway construction.....	Suring, Wis.	American Indian	\$206,000
Dwelling construction.....	Montgomery, Ala.	Negro	18,000
Map preparation.....	Wash., D.C.	Negro	5,500
Kitchen remodeling.....	Crandon, Wis.	White	49,000
Engineering report.....	Kirkland, Wash.	American Indian	9,800
Electrical repair.....	Portland, Oregon	Negro	7,800
Tree planting.....	Albuquerque, N.M.	American Indian	162,000
Design computer.....	Wash., D.C.	Negro	280,000
Site preparation.....	Idelwild, Mich.	Negro	8,400
Tree thinning.....	Visalia, Calif.	Spanish surname	67,000
Tree planting.....	Visalia, Calif.	Spanish surname	38,000
Tree planting.....	Visalia, Calif.	Spanish surname	27,000
Tree thinning.....	Visalia, Calif.	Spanish surname	6,300
Redwood signs.....	Ojo Caliente, N.M.	American Indian	50,000
Plumbing and electrical.....	Portland, Oregon	Negro	7,200
Manufacturing macaroni.....	Los Angeles, Calif.	Negro	658,000
Keypunch services.....	Wash., D.C.	Negro	181,000
Keypunch services.....	Wash., D.C.	Negro	240,000
Grounds keeping.....	Macon, Ga.	Negro	5,200
Janitorial services.....	Macon, Ga.	Negro	5,200
Janitorial services.....	Macon, Ga.	Negro	12,000
Janitorial services.....	Gainesville, Fla.	Negro	18,000
Film service.....	Milwaukee, Wis.	Negro	23,400
Roadway construction.....	Suring, Wis.	American Indian	100,000
Roadway construction.....	Suring, Wis.	American Indian	39,000
Construct residence.....	Portland, Oregon	Negro	23,000
Tree thinning.....	Kyle, S.D.	American Indian	4,500
Tree thinning.....	Kyle, S.D.	American Indian	4,000
Timber stand improvement.....	Baker, Oregon	Spanish surname	67,000
Janitorial services.....	Abbeville, Miss.	Negro	4,800
Cattleguard installation.....	Las Cruces, N.M.	Spanish surname	8,000
Electrical installation.....	Rapid City, S.D.	American Indian	10,000
Construct residence.....	Santa Fe, N.M.	Spanish surname	26,000
Total.....			\$2,371,000

Number and Amount of SBA Contracts Awarded Specific Ethnic Groups

Fiscal year	Ethnic group	Number of contracts	Total amount (dollars)
1969.....			
1970.....	Negro	4	268,550
	Spanish surname	1	2,000
1971.....	Negro	9	936,315
	Spanish surname	2	70,276
	American Indian	3	8,057
1972.....	Negro	16	1,497,500
	Spanish surname	7	239,300
	American Indian	9	585,300
	White	1	49,000
1973 (through December).....	Negro	7	705,129
	Spanish surname	4	128,000
	American Indian	4	350,700
	White	1	10,000
Total.....			4,850,127

FIGURE 10

**SMALL BUSINESS ADMINISTRATION
CONTRACTS AWARDED**



MARGIN INDEX

I COMPLIANCE AND ENFORCEMENT

II PROGRAM EVALUATION

III CONTRACT COMPLIANCE

IV FEDERAL WOMEN'S PROGRAM

V OFFICE OF PLANT AND OPERATIONS

Disadvantaged Business Development

MARGIN INDEX: To use, bend book in half and follow margin index to page with black edge marker.